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<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. 1010 Morris Avenue Food Corporation</i>	6	OCAHO	885	(1996)
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	4	OCAHO	718	(1994)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)



<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Four Star Knitting, Inc.</i>	5	OCAHO	815	(1995)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	914	(1997)
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B &amp; F Golf Services, Inc.</i>	6	OCAHO	851	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	914	(1997)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Kumar</i>	6	OCAHO	833	(1996)
<i>United States v. Lambok Sihombing</i>	7	OCAHO	944	(1997)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	905	(1996)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO	805	(1995)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)

#### Summary Deposition

<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	863	(1996)
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Unpublished Decisions Lack Precedential Value and Should Not Be Cited/Relied On In Other Cases

<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
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<i>Sall v. Wal-Mart Stores, Inc.</i>	10	OCAHO	1161	(2012)
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<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Kanon Associated Services, Inc.</i>	5	OCAHO	800	(1995)
<i>United States v. Mark's Electrical Contracting Corporation</i>	4	OCAHO	641	(1994)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
<i>United States v. Pan American Supply Company, Inc.</i>	5	OCAHO	804	(1995)
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
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<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
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<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	216	(1990)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	245	(1990)

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<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	623	(1994)
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<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
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#### **ADMINISTRATIVE REVIEW**

Affirmation(s)

<i>United States v. Big Bear Market</i>	1	OCAHO	55	(1989)
<i>United States v. Citizen's Utilities Company, Inc., Telephone Division</i>	1	OCAHO	120	(1990)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	129	(1990)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	108	(1989)
<i>United States v. Francois Kissel, Owner d/b/a Maximilien-In-the-Market</i>	1	OCAHO	62	(1989)
<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	280	(1990)
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	80	(1989)
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	772	(1995)
<i>United States v. Lea's Party Rentals, Inc.</i>	1	OCAHO	124	(1990)

<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	47	(1989)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	184	(1990)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
<i>United States v. Shine Auto Service</i>	1	OCAHO	102	(1989)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	112	(1989)
<i>United States v. United Pottery Manufacturing &amp; Accessories, Inc.</i>	1	OCAHO	57	(1989)
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<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
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<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263 a	(2015)
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<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
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<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
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<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263 a	(2015)
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<i>United States v. Cordin Company</i>	10	OCAHO	1162	(2012)

<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	159		(1990)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	a	(2015)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	303		(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	312		(1991)
<i>United States v. Power Operating Company</i>	3	OCAHO	561		(1993)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	182		(1990)
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185		(2013)

Documents are not Considered Filed Until Received By OCAHO

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	a	(2015)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200		(2013)

Filing and Service

<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185		(2013)
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<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183		(2013)
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<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44		(1989)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	358		(1991)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	829		(1995)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573		(1993)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	696		(1994)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783		(1995)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63		(1989)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	212		(1990)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36		(1988)

<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO	576	(1993)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Power Operating Company</i>	3	OCAHO	561	(1993)
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<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
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<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 a	(2016)
<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
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<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	382	(1991)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	367	(1991)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Charles C. W. Wu d/b/a Airport Budget Hotel</i>	3	OCAHO	434	(1992)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chuy's Paint &amp; Body Shop</i>	1	OCAHO	19	(1988)
<i>United States v. Coastal Transportation, Inc.</i>	1	OCAHO	27	(1988)
<i>United States v. Coastal Ventures, Limited d/b/a Wendy's/Daly, Limited</i>	1	OCAHO	23	(1988)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	4	OCAHO	717	(1995)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. Elsinore Manufacturing, Inc.</i>	1	OCAHO	13	(1988)

<i>United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasquez</i>	5	OCAHO	732	(1995)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. La Luna Azul</i>	1	OCAHO	14	(1988)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Leticia Cruz-Mandoza</i>	5	OCAHO	750	(1995)
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
<i>United States v. Mohammed Noorealam</i>	5	OCAHO	797	(1995)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO	329	(1991)
<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO	339	(1991)
<i>United States v. Old Town Mexican Café</i>	1	OCAHO	15	(1988)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Patricio Torres, Individually and d/b/a Superior Roof Services</i>	1	OCAHO	83	(1989)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Prestige Landscapes</i>	1	OCAHO	16	(1988)
<i>United States v. Rainbow Steel Company</i>	1	OCAHO	17	(1988)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)
<i>United States v. Simon Osagie Iyawé</i>	5	OCAHO	744	(1995)
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<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
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<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
Request for Review Filed After Ten-Day Deadline is Untimely Unless Equitable Tolling Applies				

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	a	(2015)
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241		(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	a	(2015)
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<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	a	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	a	(2015)
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<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	a	(2015)
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<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215		(2014)
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<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760		(1995)
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<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	a	(2015)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231		(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232		(2014)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200		(2013)
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248		(2015)
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<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
<i>United States v. Cordin Company</i>	10	OCAHO	1162	(2012)
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	181	(1990)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247 a	(2015)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	785	(1989)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	182	(1990)
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)

#### Vacation(s)

<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
<i>United States v. Casa Lupe</i>	1	OCAHO	31	(1988)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Shine Auto Service</i>	1	OCAHO	70	(1989)
<i>United States v. Tenampa Ballroom</i>	1	OCAHO	34	(1988)
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)

#### ADMISSIONS

##### Amended

<i>United States v. Tempo Plastic Company, Inc.</i>	8	OCAHO	1010	(1998)
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##### Generally

<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	798	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)

<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Dolly Boman Irani</i>	6	OCAHO	860	(1996)
<i>United States v. Four Star Knitting, Inc.</i>	5	OCAHO	815	(1995)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Kanon Associated Services, Inc.</i>	5	OCAHO	800	(1995)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	8	OCAHO	1003	(1998)
<i>United States v. Tempo Plastic Company, Inc.</i>	8	OCAHO	1010	(1998)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO	965	(1997)
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<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	615	(1994)
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<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)

<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	4	OCAHO	718	(1994)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	742	(1995)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B &amp; F Golf Services, Inc.</i>	6	OCAHO	851	(1996)
<i>United States v. Maria Sourovova</i>	7	OCAHO	987	(1998)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	615	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO	805	(1995)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)

#### AFFIDAVITS

<i>Raul A. Gonzalez v. Tri-Component Products, Inc.</i>	9	OCAHO	1118	(2005)
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<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Christine Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.</i>	8	OCAHO	1005	(1998)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>United States v. 1010 Morris Avenue Food Corporation</i>	6	OCAHO	885	(1996)
<i>United States v. Dolly Boman Irani</i>	6	OCAHO	860	(1996)
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*United States v. Hotel Martha Washington Corporation* 5 OCAHO 786 (1995)

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<i>United States v. Ambrocio Morales-Guzman</i>	5	OCAHO	787	(1995)
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
<i>United States v. Bubble Fashions Company, Inc. d/b/a Hi-Tide Fashions</i>	2	OCAHO	355	(1991)
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<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor</i>	1	OCAHO	81	(1989)
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<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	534	(1993)
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<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
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## ATTORNEY

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<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	665	(1994)
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<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1089	(2003)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	713	(1994)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)

## Right to Counsel

### At Government Expense

<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
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## Substitution of Attorney

<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1034	(1999)
<i>United States v. Blueberry Hill Family Restaurant, Inc.</i>	4	OCAHO	704	(1994)

## Withdrawal

<i>United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.</i>	6	OCAHO	900	(1996)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	682	(1994)
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	905	(1996)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	904	(1996)
<i>United States v. Maria Celia Aispuro-Nunez</i>	5	OCAHO	745	(1995)
<i>United States v. Mark's Electrical Contracting Corporation</i>	4	OCAHO	641	(1994)



<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	657	(1994)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	665	(1994)
<i>United States v. Mireya Pedraza-Guzman</i>	5	OCAHO	792	(1995)
<i>United States v. Mourad Abu Remileh</i>	4	OCAHO	680	(1994)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
<i>United States v. Pan American Supply Company, Inc.</i>	5	OCAHO	804	(1995)
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)
<i>United States v. Zia gul Zekreya</i>	4	OCAHO	683	(1994)

#### ATTORNEY FEES

"Substantially Justified" EAJA Standard Does Not Apply in Private Cases Under Section 1324b

<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254 a	(2015)
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Application For Fees Must Include Time Expended and Rate At Which Fees Were Computed

<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
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Attorney Fees Can Be Awarded Only to a Prevailing Party

<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
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<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
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<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
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Attorney Fees Unavailable Where Government's Position Was Substantially Justified

<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
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Authority of Chief Administrative Hearing Officer to Review

<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
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Award of Fees to a Respondent Not Appropriate Simply Because Complainant Did Not Prevail

<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254 a	(2015)
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Dismissal

Pro Se

*Elizabeth A. Kalil v. Utica City School District* 9 OCAHO 1103 (2003)

Fee Applicant Bears Burden of Showing the Reasonableness of Hours Worked and Rate Claimed

*John A. Breda v. Kindred Braintree Hospital, LLC* 11 OCAHO 1225 (2014)

Fees Calculated By Lodestar Method

*John A. Breda v. Kindred Braintree Hospital, LLC* 11 OCAHO 1225 (2014)

Generally

*Anna J. Flores v. Daniel Dry Cleaners* 4 OCAHO 715 (1994)

*Chand Wije v. Barton Springs/Edwards Aquifer C.D.* 5 OCAHO 785 (1995)

*Charo's Corporation d/b/a Charo's Restaurant v. United States* 5 OCAHO 761 (1995)

*Dalila Kamal-Griffin v. Cahill Gordon & Reindel* 3 OCAHO 568 (1993)

*Esther Din Brooks v. Watts Window World* 3 OCAHO 570 (1993)

*Eusebio Huesca v. Rojas Bakery* 4 OCAHO 654 (1994)

*Gaylon D. Shepherd v. Sturm, Ruger & Company, Inc.* 7 OCAHO 990 (1998)

*Jack N. Toussaint v. Tekwood Data Processing Consulting* 6 OCAHO 892 (1996)

*Jarvis v. AK Steel* 7 OCAHO 952 (1997)

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1091 (2003)

*Jose Jasso v. Danbury Hilton & Towers* 3 OCAHO 566 (1993)

*Mester Manufacturing Company v. United States* 1 OCAHO 44 (1989)

*Michael K. Lee v. Airtouch Communications* 7 OCAHO 926 (1997)

*Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC* 10 OCAHO 1134 (2010)

*United States v. Applied Computer Technology* 2 OCAHO 306 (1991)

*United States v. Auburn University* 4 OCAHO 646 (1994)

*United States v. Auburn University* 4 OCAHO 662 (1994)

<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	216	(1990)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	270	(1990)
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO	119	(1989)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	864	(1996)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	308	(1991)
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	955	(1997)
Nonprevailing Party's Pro Se Status and Ability to Recognize Merit of Claim May Be Considered				
<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254 a	(2015)
Not Permitted as Sanction for Failure to Comply With Discovery Order				
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
OCAHO Practice Follows Dual Standard for Awarding Attorney's Fees in Cases Under Title VII				
<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254 a	(2015)
Prevailing Complainant Not Awarded Costs and Other Expenses				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
Prevailing Party				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
<i>Earl Russel Horne v. Town of Hampstead</i>	7	OCAHO	959	(1997)
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	7	OCAHO	969	(1997)

<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>United States v. Auburn University</i>	4	OCAHO	688	(1994)
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	8	OCAHO	1016	(1998)
Prevailing Party Determination Requires Merits Decision or Consent Decree				
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
Prevailing Party in Section 1324b Cases Generally Not Entitled to Costs and Incidental Expenses				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
Prevailing Party is Presumed to be Entitled to an Award of Attorney's Fees				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
Prevailing Plaintiff Is Presumed To Be Entitled To An Award of Attorney's Fees				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
Prevailing Respondent Awarded Fees Only If Complaint is Without Reasonable Foundation in Law or Fact				
<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254 a	(2015)
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
Pro Se				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
<i>Jose Jasso v. Danbury Hilton &amp; Towers</i>	3	OCAHO	566	(1993)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
Pro Se Litigant Is Not Entitled to Claim Attorney's Fees for Representing Himself				

<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
Reasonableness Standard				
<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
<i>Earl Russel Horne v. Town of Hampstead</i>	7	OCAHO	959	(1997)
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	7	OCAHO	969	(1997)
Sovereign				
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)
Substantial Justification				
<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
Supreme Court Holding				
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
Tax Protester				
<i>Gaylon D. Shepherd v. Sturm, Ruger &amp; Company, Inc.</i>	7	OCAHO	990	(1998)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	966	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	963	(1997)
<i>Russell M. Hamilton v. The Recorder</i>	7	OCAHO	978	(1997)
<b>ATTORNEY/CLIENT</b>				
Attorney Fees				
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	568	(1993)

<i>Errol Williams v. Lucas &amp; Associates</i>	1	OCAHO	254	(1990)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	255	(1990)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	266	(1990)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Jose Jasso v. Danbury Hilton &amp; Towers</i>	3	OCAHO	566	(1993)
<i>Juan Francisco Martinez v. Lott Constructors, Inc.</i>	2	OCAHO	323	(1991)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Omar Egal v. Sears Roebuck &amp; Company</i>	3	OCAHO	442	(1992)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	107	(1989)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	210	(1990)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	293	(1991)
<i>United States v. Weld County School District</i>	2	OCAHO	378	(1991)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)
<i>Yves Nguyen v. ADT Engineering, Inc.</i>	3	OCAHO	489	(1993)
Attorney Work Product				
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	6	OCAHO	911	(1997)
Generally				

<i>Alberto Izquierdo v. Victoria Nursing &amp; Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO	443	(1992)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
Lay Representation				
<i>Alberto Izquierdo v. Victoria Nursing &amp; Rehabilitation Center</i>	10	OCAHO	1131	(2009)
Privilege Claim				
<i>In re Investigation of Wal-Mart Distribution Center, Subpoena</i>	5	OCAHO	788	(1995)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	6	OCAHO	911	(1997)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	643	(1994)
Burden of Demonstrating				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
Extent of Privilege				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
Generally				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
Waiver				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
Representation				
<i>Alberto Izquierdo v. Victoria Nursing &amp; Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1034	(1999)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>John R. Alvarez v. Interstate Highway Construction</i>	2	OCAHO	385	(1991)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	3	OCAHO	543	(1993)
Generally				

<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
Lay or Non-Attorney Representation				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
Lay Representation				
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
Substitution of Attorney				
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1034	(1999)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	79	(1989)
Withdrawal				
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	795	(1995)
<i>United States v. San Diego Semiconductors, Inc.</i>	1	OCAHO	179	(1990)
<b>AUTHORITY</b>				
Apparent or Implied				
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
Generally				
<i>In re Investigation of Valley Crest Tree Company, Subpoena</i>	3	OCAHO	579	(1993)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Limit Scope of Discovery				
<i>United States v. Swift &amp; Co.</i>	9	OCAHO	1073	(2001)
Regulatory				
<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	(1994)



<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
Sanctions				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
Statutory				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<b>BACK PAY</b>				
<i>Juan Antonio Martinez v. Ray's Bar-B-Que</i>	9	OCAHO	1120	(2005)
Document Abuse				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)
Generally				
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	486	(1993)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)
Mixed Motive Discrimination				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
<b>BANKRUPTCY</b>				
Automatic Stay Provision of Bankruptcy Act Does Not Apply to Section 1324a Enforcement Proceedings				

<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Defense(s)				
<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO	965	(1997)
Generally				
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1026	(1999)
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
<i>United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center</i>	1	OCAHO	135	(1990)
<i>United States v. DAR Distributing, Inc. d/b/a DAR Cabinets</i>	1	OCAHO	60	(1989)
<i>United States v. El Charro Avitia, Inc.</i>	7	OCAHO	971	(1997)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	264	(1990)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	298	(1991)
<i>United States v. Sparky's Waterfront Saloon, Inc.</i>	1	OCAHO	126	(1990)
<i>United States v. United Pottery Manufacturing &amp; Accessories, Inc.</i>	1	OCAHO	51	(1989)
<i>United States v. United Pottery Manufacturing &amp; Accessories, Inc.</i>	1	OCAHO	57	(1989)
<i>United States v. William L. Garcia d/b/a La Buena, Inc.</i>	7	OCAHO	950	(1997)

#### **BURDEN OF PROOF**

Employee				
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
Generally				

<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	(1995)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1035	(1999)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	562	(1993)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	(1993)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	2	OCAHO	352	(1991)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	889	(1996)
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	676	(1994)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)

<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
<i>Yves Nguyen v. ADT Engineering, Inc.</i>	3	OCAHO	489	(1993)
Retaliation				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
Stipulations				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
Government				
<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)
Government Bears Burden of Proving Penalty and Aggravating Factor by Preponderance of Evidence				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Government Bears the Burden of Proof for Liability and Penalty				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. Super 8 Motel &amp; Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Government Bears the Burden of Proof on Penalty and Aggravating Factors				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Government Bears the Burden of Proving Liability and Penalty By a Preponderance of the Evidence				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Government Bears the Burden of Proving Liability by a Preponderance of the Evidence				

<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Government Met Burden of Proving Unauthorized Status of Some Employees				
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
Government Must Prove Aggravating Factor by Preponderance of Evidence				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence				
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. Super 8 Motel &amp; Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
In Considering Non-Statutory Factor, Facts Must Supprt Favorable Exercise of Discretion				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
Mitigation				
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
Movant Bears Initial Burden to Demonstrate Absence of Genuine Issue of Material Fact				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Non-Statutory Factor Considered As Matter of Equity				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)

Party Moving for Summary Decision Must Show There Is No Genuine Issue of Material Fact

<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)

Retaliation

<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)

Withdrawal

<i>United States v. Auburn University</i>	4	OCAHO	662	(1994)
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**CEASE AND DESIST**

Generally

<i>United States v. Chuy's Paint &amp; Body Shop</i>	1	OCAHO	19	(1988)
<i>United States v. National P.R. Engineer Corporation</i>	1	OCAHO	146	(1990)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)

Liability Finding Under Section 1324b Requires Issuance of Cease and Desist Order

<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
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Paperwork Requirement(s)/Violation(s)

<i>United States v. Chuy's Paint &amp; Body Shop</i>	1	OCAHO	19	(1988)
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<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	28	(1988)
<i>United States v. Elsinore Manufacturing, Inc.</i>	1	OCAHO	5	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	28	(1988)
<i>United States v. National P.R. Engineer Corporation</i>	1	OCAHO	146	(1990)
<i>United States v. Patricio Torres, Individually and d/b/a Superior Roof Services</i>	1	OCAHO	83	(1989)
<i>United States v. Student Exchange International, Inc.</i>	1	OCAHO	117	(1989)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)
<i>United States v. USA Café</i>	1	OCAHO	429	(1989)

#### **CERTIFICATION**

Form I-9

<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)

Generally

<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	829	(1995)
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Order(s)

<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO	576	(1993)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
<i>United States v. Power Operating Company</i>	3	OCAHO	561	(1993)

#### **CHIEF ADMINISTRATIVE HEARING OFFICER**

Affirmation(s)

<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	772	(1995)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)

## Authority and Jurisdiction to Review

<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	381	(1991)
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	181	(1990)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	184	(1990)
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	182	(1990)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	112	(1989)
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
Certification(s)				
<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
Generally				
<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	4	OCAHO	717	(1995)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO	576	(1993)
Modification(s)				
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)



<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasquez</i>	5	OCAHO	732	(1995)
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
<i>United States v. Mohammed Noorealam</i>	5	OCAHO	797	(1995)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
<i>United States v. Simon Osagie Iyawo</i>	5	OCAHO	744	(1995)

#### **CITATION/CITATION PERIOD**

Citation as Notice of Statutory Violation

<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)

Generally

<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Citizen's Utilities Company, Inc., Telephone Division</i>	1	OCAHO	109	(1989)
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO	433	(1992)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. The Body Shop</i>	1	OCAHO	149	(1990)
<i>United States v. Walia's, Inc. d/b/a Walia's Restaurant</i>	1	OCAHO	122	(1990)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)

Standard for Issuing a Citation (Reason to believe)

<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. The Body Shop</i>	1	OCAHO	149	(1990)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)

#### **CIVIL MONEY PENALTY**

Ability to Pay May Be Appropriate Factor to Consider In Assessing the Amount of the Penalty

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

Across-the-Board Enhancement for Presence of Only Some Unauthorized Workers Not Permitted

<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)

Additional Factors That May Be Considered Are Party's Financials and Statutory Leniency Policy

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
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Aggravation

<i>United States v. Forsch Polymer Corporation</i>	10	OCAHO	1156	(2012)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Nebeker, Inc.</i>	10	OCAHO	1165	(2013)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
<i>United States v. Taste of China</i>	10	OCAHO	1164	(2013)

Government Must Prove Existence of Aggravation Factor by Preponderance of Evidence

<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
Lack of good faith				
<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	(2013)
Aggravation - Lack of Good Faith				
<i>United States v. Modern Disposal Incorporated</i>	10	OCAHO	1175	(2013)
Aggravation Based on Employer's Size of Business				
<i>United States v. Modern Disposal Incorporated</i>	10	OCAHO	1175	(2013)
Franchisee/Franchisor				
<i>United States v. Siwan &amp; Brothers, Inc. d/b/a Subway #37616</i>	10	OCAHO	1178	(2013)
<i>United States v. Siwan &amp; Sons, Inc. d/b/a Subway #35029 and Subway #23095</i>	10	OCAHO	1179	(2013)
ALJ Can Consider Public Policy of Leniency to Small Entities				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort				
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Penalty				
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach				

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable				
<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
ALJ In 1324b Case Looks At Nature and Circumstances of Violation and Respondent's Conduct During Case				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
ALJ Not Bound by ICE's Method of Calculating Penalties				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
ALJ Not Required to Make Individualized Findings Regarding Each Violation				
<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
An Employer Demonstrates Bad Faith by Paying Unauthorized Workers in Cash Under the Table				
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)
Assessment of Penalty Greater Than Requested				
<i>United States v. Aid Maintenance Company, Inc.</i>	8	OCAHO	1023	(1999)
Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	(2013)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)

<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. Pharaoh's Gentleman's Club, Inc.</i>	10	OCAHO	1189	(2013)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Two For Seven, LLC d/b/a Black &amp; Blue Restaurant</i>	10	OCAHO	1208	(2014)
Certain Statutory Factors May Be More Compelling Than Others in the Context of a Specific Case				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Change of Corporate Ownership After a Violation Does Not Affect History of Violations Factor				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Civil Penalty Assessment for 1324b Cases Looks to the Totality of the Circumstances				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
Company Tax Losses Do Not Necessarily Establish Poor Financial Condition or Inability To Pay				
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
Compliance				
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Definition				

<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
Deliberate Violation of Multiple Laws Governing Employer Conduct Merits Maximum Penalty				
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)
Difference in Seriousness of Violations May Be Reflected in the Final Penalty				
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Document Abuse				
<i>United States v. Monfort, Inc.</i>	4	OCAHO	597	(1994)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
Document Fraud				
<i>United States v. Pedro Dominguez</i>	8	OCAHO	1000	(1998)
Double Jeopardy				
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
Eighth Amendment				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
Employer Knowledge of Employee's Unauthorized Status Not Necessary to Enhance Fine				

<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Employer's Previous Receipt of a Warning Notice Does Not Constitute History of Previous Violations				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Enhancement Factor Based on Whether Specific Individual was Unauthorized				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	(2013)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. Pharaoh's Gentleman's Club, Inc.</i>	10	OCAHO	1189	(2013)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Excessive Fines Clause of Eighth Amendment Applies to Fines That Are Punitive				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Excessive Money Penalties				
<i>United States v. A&amp;J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)

<i>United States v. La Hacienda Mexican Café</i>	10	OCAHO	1167	(2013)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant</i>	10	OCAHO	1194	(2013)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	878	(1996)
<i>United States v. Pharaoh's Gentleman's Club, Inc.</i>	10	OCAHO	1189	(2013)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1195	(2013)
Excessiveness Determined Relative to Characteristics of Offense, Not Offender				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Factors				
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	992	(1998)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
<i>United States v. Pedro Dominguez</i>	8	OCAHO	1000	(1998)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
Failure to Complete I-9 Within Three Business Days is Serious Violation				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)



<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Failure to Prepare Form I-9 Among Most Serious Paperwork Violations				
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Failure to Prepare I-9 Among Most Serious Paperwork Violations				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Prepare I-9 More Serious Than Paperwork Violations				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Failure to Present I-9 Forms Due to Loss Is Still a Serious Violation				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Properly Complete I-9 Less Serious Than Failure to Present I-9				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9				
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

Generally

<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)
<i>United States v. A-Plus Roofing, Inc.</i>	1	OCAHO	209	(1990)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	367	(1991)
<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	(1996)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Busy Corner Sportswear, Inc.</i>	3	OCAHO	511	(1993)
<i>United States v. Camidor Properties, Inc.</i>	1	OCAHO	299	(1991)
<i>United States v. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO	453	(1992)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
<i>United States v. Chuy's Paint &amp; Body Shop</i>	1	OCAHO	19	(1988)
<i>United States v. Citizen's Utilities Company, Inc., Telephone Division</i>	1	OCAHO	109	(1989)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	67	(1989)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	5	OCAHO	752	(1995)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	(1992)
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	125	(1990)
<i>United States v. Dr. Merrill Cahn, D.P.M.</i>	1	OCAHO	127	(1990)
<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)

<i>United States v. El Azteca Dunkirk, Inc.</i>	10	OCAHO	1172	(2013)
<i>United States v. Elder Jerez d/b/a Green Scaping</i>	3	OCAHO	420	(1992)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	93	(1989)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	108	(1989)
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	(1994)
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO	175	(1990)
<i>United States v. Giambli Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	887	(1996)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	315	(1991)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank &amp; Stein</i>	5	OCAHO	756	(1995)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. Jesus Satarain, Individually</i>	3	OCAHO	557	(1993)
<i>United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant</i>	1	OCAHO	300	(1991)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	512	(1993)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO	712	(1994)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)
<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO	448	(1992)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	552	(1993)

<i>United States v. Monfort, Inc.</i>	4	OCAHO	597	(1994)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
<i>United States v. Neighbors of Hawaii d/b/a Tower of Power</i>	1	OCAHO	262	(1990)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	319	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	3	OCAHO	427	(1992)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Robert Griffin d/b/a Griff's Landscape</i>	1	OCAHO	50	(1989)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. San Ysidro Ranch</i>	1	OCAHO	183	(1990)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
<i>United States v. Sea Pine Inn, Inc. t/a Sea Pine Inn</i>	1	OCAHO	873	(1989)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	297	(1991)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)

<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO	191	(1990)
<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	445	(1992)
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO	422	(1992)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	449	(1992)
<i>United States v. Visit USA Bureau - San Francisco, Inc.</i>	1	OCAHO	155	(1990)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
Good Faith Assessment Looks Primarily at Steps Employer Took Before Notice of Inspection				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Good Faith Compliance				
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	(2012)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
Good Faith Defense				
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	(1995)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	4	OCAHO	717	(1994)
<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	5	OCAHO	752	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)

<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO	1143	(2012)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Vogue Pleating, Stitching &amp; Embroidery Corporation</i>	5	OCAHO	782	(1995)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)

Government Bears Burden of Proving Penalty and Aggravating Factor by Preponderance of Evidence

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)

Government Bears the Burden of Proof on Penalty and Aggravating Factors

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Government Must Prove Aggravating Factor by Preponderance of Evidence				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	(2013)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. Two For Seven, LLC d/b/a Black &amp; Blue Restaurant</i>	10	OCAHO	1208	(2014)
Government Has Burden of Proof by Preponderance of Evidence				
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
ICE Fine Guidelines Have No Binding Effect on OCAHO				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)

<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
ICE Guidelines				
<i>United States v. Super 8 Motel &amp; Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
If 5 Factors Considered, Statute Neither Mandates Nor Precludes Mathematical Formula to Set Fine				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Illegal Alien(s)				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	992	(1998)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Giambli's Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
INS Guidelines				
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Pedro Dominguez</i>	8	OCAHO	1000	(1998)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)



<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
Instruction Given to Respondent to Refrain from Backdating Put Respondent on Notice of Prohibition				
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
Knowing Hire				
<i>United States v. Occupational Resource Management, Inc.</i>	10	OCAHO	1166	(2013)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
Leniency Toward Small Entities				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
Mitigation				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO	494	(1993)
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)

<i>United States v. American McNair, Inc.</i>	1	OCAHO	285	(1991)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	(1995)
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	367	(1991)
<i>United States v. Basim Aziz Hanna d/b/a Ferris &amp; Ferris Pizza</i>	1	OCAHO	200	(1990)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Boo Bears Den</i>	1	OCAHO	71	(1989)
<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO	226	(1990)
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO	310	(1991)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	536	(1993)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. Busy Corner Sportswear, Inc.</i>	3	OCAHO	511	(1993)
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. Camidor Properties, Inc.</i>	1	OCAHO	299	(1991)
<i>United States v. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO	453	(1992)
<i>United States v. Central Nebraska Packing, Inc.</i>	4	OCAHO	714	(1994)
<i>United States v. Charles C. W. Wu d/b/a Airport Budget Hotel</i>	3	OCAHO	434	(1992)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	369	(1991)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	67	(1989)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	4	OCAHO	717	(1994)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)

<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	125	(1990)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services</i>	2	OCAHO	342	(1991)
<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	246	(1988)
<i>United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant</i>	2	OCAHO	360	(1991)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	93	(1989)
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	(2012)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO	175	(1990)
<i>United States v. Giambli Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	315	(1991)
<i>United States v. H&amp;H Saguaro Specialists</i>	10	OCAHO	1147	(2012)
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank &amp; Stein</i>	5	OCAHO	756	(1995)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	260	(1990)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	264	(1990)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
<i>United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant</i>	1	OCAHO	300	(1991)
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	2	OCAHO	394	(1990)

<i>United States v. John W. Guewell &amp; Alfred P. Cooper d/b/a Wagco Security Services</i>	3	OCAHO	478	(1992)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	512	(1993)
<i>United States v. Joo Hyun Y and Hyung Jin Cho d/b/a LA Connection</i>	3	OCAHO	403	(1992)
<i>United States v. Juan V. Acevedo</i>	1	OCAHO	95	(1989)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	246	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	24	(1988)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. LeMerengo/Rumors Restaurant</i>	1	OCAHO	157	(1990)
<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	166	(1990)
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO	309	(1991)
<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO	448	(1992)
<i>United States v. Masoud Pour d/b/a La Plaza Restaurant</i>	1	OCAHO	164	(1990)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	154	(1990)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Morgan's Mexican &amp; Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	825	(1995)
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	3	OCAHO	427	(1992)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)

<i>United States v. Pedro Dominguez</i>	8	OCAHO	1000	(1998)
<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO	1143	(2012)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Ramon Yamamoto d/b/a Elvis Palace Restaurant</i>	3	OCAHO	424	(1992)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Richard Pizzuto Dimensions in Hair and Skin</i>	3	OCAHO	447	(1992)
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Robert Griffin d/b/a Griff's Landscape</i>	1	OCAHO	50	(1989)
<i>United States v. Robert Watson d/b/a North State Tile Company</i>	1	OCAHO	253	(1990)
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
<i>United States v. Ron Eagley d/b/a Gwennie's Old Alaska Restaurant</i>	3	OCAHO	435	(1992)
<i>United States v. Rosario Cuevas d/b/a El Pollo Real</i>	1	OCAHO	273	(1990)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Saeed Rahimzadeh Corporation</i>	3	OCAHO	551	(1993)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	297	(1991)
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. The Body Shop</i>	1	OCAHO	185	(1990)
<i>United States v. Thomas R. Heisler, Individually and d/b/a The Playground Bar</i>	1	OCAHO	150	(1990)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	449	(1992)

<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
No Deterrent Effect When Employer Is No Longer in Business				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Notices of Discrepancies or Suspect Documents Do Not Alone Prove Employee Is Unauthorized				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
OCAHO ALJs May Review Penalty Assessments De Novo				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
OCAHO Has No Authority to Dictate Methods Other Agency Uses to Assess Fine				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
OCAHO May Examine ICE Fine de novo				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Offender's Resources Not Required Consideration In Assessing Penalty				

<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Pattern or Practice				
<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	(1994)
Penalties Near Maximum Should Be Reserved for Most Egregious Violations				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. M &amp; D Masonry, Inc.</i>	10	OCAHO	1211	(2014)

<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
<i>United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant</i>	10	OCAHO	1194	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)

Penalties Should Deter Future Violations Without Being Unduly Punitive

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

Penalties Should Have a Deterrent Effect and Not Be Merely a Cost of Doing Business

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
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Penalties Should Not Be Disproportionate to Employer's Revenue



<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
Penalty is Excessive When it is Disproportionate to the Gravity of the Offense				
<i>United States v. M &amp; D Masonry, Inc.</i>	10	OCAHO	1211	(2014)
Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Person or Entity				
Definition				
<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith				
<i>United States v. Super 8 Motel &amp; Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Previous Violation(s)				
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
Principal Goal Is To Enhance Probability of Future Compliance				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Prophylactic Purpose Best Served When Penalty Is Significant Enough to Prompt Change of Behavior				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Proportionality is Critical in Setting Penalties				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. M &amp; D Masonry, Inc.</i>	10	OCAHO	1211	(2014)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)

<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Purpose is to Deter Repeat Violations and Encourage Others to Comply				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Purposes of Fines Are To Deter Future Violations & Encourage Compliance w/Verification Procesures				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Reasonable				
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1182	(2013)
Reasonableness Based On Record As Whole and Statutory Factors in Particular				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Seriousness of Violation Evaluated on Continuum Because Not All Violations Are Equally Serious				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)

<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Seriousness of Violation(s)				
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	992	(1998)
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	(2012)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monadnock Mountain Spring Water, Inc.</i>	10	OCAHO	1193	(2013)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Occupational Resource Management, Inc.</i>	10	OCAHO	1166	(2013)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
Failure to Complete I-9 prior to Notice of Inspection				
<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	(2013)
Should Deter Future Violations Without Being Unduly Punitive				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)

## Size of Business

<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	(2012)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Fowler Equipment Company, Inc.</i>	10	OCAHO	1169	(2013)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. MEMF, LLC d/b/a Black &amp; Blue Steak &amp; Crab - Buffalo</i>	10	OCAHO	1170	(2013)
<i>United States v. Modern Disposal Incorporated</i>	10	OCAHO	1175	(2013)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO	1143	(2012)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)

## Size of Business Did Not Necessitate Further Mitigation of Civil Penalty

<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
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## Social Security Mismatch Does Not Establish That a Particular Individual is Unauthorized for Employment

<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Statute Does Not Prohibit Consideration of Unenumerated Factors				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
Statute Does Not Require That Equal Weight Be Given Each of the Five Statutory Factors				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Statute Does Not Require That Equal Weight Be Given Enumerated Factors Nor Rule Out Other Factors				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Statute Does Not Require That Equal Weight Be Given to Each Required Penalty Factor				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)

<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Statute Does Not Rule Out Consideration of Unenumerated Factors				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Statutory				
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)
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<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Morgan's Mexican &amp; Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
Supported by Record				

<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1182	(2013)
Temporal Gap Between Current and Previous Violations is Irrelevant to Fine Enhancement				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
There Is No Sole Permissible Method for Calculating Penalties				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
There Must Be Rational Relationship Between Magnitude of Offense and Penalty				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Variety of Violations May Be Sufficiently Egregious to Merit Penalties Near Statutory Maximum				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
Violations Evaluated on a Continuum Because Not All Violations are Equally Serious				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
Weight of Each Statutory Factor Depends on Facts of Each Case				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
Where A Violation is Found, The Act Does Not Provide for Waiver of Penalty				
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

## CLASS ACTION

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<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	6	OCAHO	843	(1996)
<i>Jose E. Briceno Briceno-Briceno v. Farmco Farms</i>	4	OCAHO	629	(1994)
<i>Martha Navarro Mata v. Bear Creek Production Company</i>	1	OCAHO	220	(1990)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	867	(1996)
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	(1996)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)

#### Notification

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Martha Navarro Mata v. Bear Creek Production Company</i>	1	OCAHO	220	(1990)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1012	(1998)

#### COLLATERAL ESTOPPEL

<i>Seidou Diarrassouba v. Medallion Financial Corporation</i>	9	OCAHO	1076	(2001)
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Collateral Estoppel is Inapplicable to Issues Not Adjudicated on Merits

<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
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Doesn't Apply If Issue is Different Than In Earlier Case

<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
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Effect of Prior Guilty Plea

<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
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Generally



<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

## COMPLAINT

### Amended

<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1028	(1999)
<i>United States v. Nicolas Tinoco-Medina</i>	5	OCAHO	806	(1995)

### Deemed Filed on Date Actually Received by OCAHO

<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
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<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>United States v. Columbia Sportswear Manufacturers, Inc.</i>	5	OCAHO	808	(1995)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)

### Jurisdiction

<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	619	(1994)

*Rosa Isela Olivares Aguirre v. KDI American Products, Inc.*

6 OCAHO 882 (1996)

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6 OCAHO 867 (1996)

*United States v. Workrite Uniform Company, Inc.*

5 OCAHO 736 (1995)

#### Party/Parties

*Hernandez v. Farley Candy Company*

5 OCAHO 810 (1995)

*United States v. Auburn University*

4 OCAHO 646 (1994)

*United States v. Workrite Uniform Company, Inc.*

5 OCAHO 736 (1995)

*United States v. Zabala Vineyards*

6 OCAHO 830 (1995)

#### Untimely Filing

*Jack N. Toussaint v. Tekwood Data Processing Consulting*

6 OCAHO 892 (1996)

*Joseph E. Sabol v. Northern Michigan University*

9 OCAHO 1107 (2004)

*United States v. Agripac, Inc.*

8 OCAHO 1028 (1999)

*United States v. Naim Ojeil & Samoeil Ishk*

7 OCAHO 984 (1998)

### CONSTITUTIONAL LAW

#### Affirmative Defense(s)

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4 OCAHO 649 (1994)

#### Attorney Fees

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4 OCAHO 600 (1994)

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4 OCAHO 643 (1994)

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#### Discovery

<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	(1996)
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<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
Double Jeopardy				
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<i>Irma Leticia Sosa v. United States Postal Service</i>	1	OCAHO	115	(1989)
<i>Olimpia Tovar v. United States Postal Service</i>	1	OCAHO	269	(1990)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	514	(1993)
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	(1989)
<i>United States v. Honorio Carmona-Anica</i>	5	OCAHO	770	(1995)
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO	847	(1996)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO	540	(1993)
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO	98	(1989)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	198	(1990)
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<i>United States v. Pedro Dominguez</i>	6	OCAHO	878	(1996)

<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
Eleventh Amendment				
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1030	(1999)
<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	(1999)
<i>Massala Prince Reffell v. Prairie View A&amp;M University</i>	9	OCAHO	1057	(2000)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	869	(1996)
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<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	897	(1996)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	910	(1997)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	903	(1996)
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<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	909	(1997)
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<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	909	(1997)
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<i>James D. Westendorf v. Brown &amp; Root, Inc.</i>	3	OCAHO	477	(1992)

<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO	433	(1992)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Law Offices of Manulkin, Glaser &amp; Bennett</i>	1	OCAHO	100	(1989)
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO	288	(1991)
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	463	(1992)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO	540	(1993)
<i>United States v. Rudy Rodriguez d/b/a Rock Pest Control</i>	1	OCAHO	158	(1990)
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO	98	(1989)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)
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<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	623	(1994)
Miranda-type Warnings				
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
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<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	(1989)
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO	847	(1996)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)

<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
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<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
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<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	(1996)
Respondent Could Not Show It Was Similarly Situated to Other Business to Sustain Equal Protection				
<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
Right to Counsel				
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman &amp; CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
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<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Kuo Liu</i>	1	OCAHO	235	(1990)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	463	(1992)
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<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)

## CONSTRUCTIVE KNOWLEDGE

Degree of Culpability for Constructive Knowledge Requires More Than Mere Negligence

<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Employer Chargeable With Such Knowledge As Reasonable Inquiry Would Have Revealed				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)
Employer Must Take Adequate Steps to Verify Eligibility Where Specific Information Casts Doubt				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
Employer Not Entitled to Cultivate Deliberate Ignorance or Avoid Acquiring Knowledge				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Expired Authorization Document Sufficient To Put Employer on Notice of Unauthorized Status				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
Failure to Prepare I-9 Form Alone Insufficient to Find Constructive Knowledge				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<b>CONTINUING EMPLOYMENT</b>				
Interruptions and Absences				
<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)
Reasonable Expectation				
<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)
<b>CONTINUING TO EMPLOY UNAUTHORIZED WORKERS</b>				
Proper Notice of Fraudulent Document Use Creates Rebuttable Presumption of Unauthorized Status				
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)

## CONTINUING VIOLATION(S)

Continued Employment of Known Unauthorized Individuals is a Continuing Violation

*United States v. Split Rail Fence Company, Inc.*

11 OCAHO 1216 (2014)

Continuing Violation for Knowing Hire Exists For As Long as the Individual Remains Employed

*United States v. Split Rail Fence Company, Inc.*

11 OCAHO 1216 (2014)

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*United States v. Fairfield Jersey, Inc.*

9 OCAHO 1069 (2001)

## CORPORATE VEIL

Generally

*United States v. Continental Sports Corporation*

5 OCAHO 780 (1995)

*United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.*

3 OCAHO 583 (1993)

Inability To Collect From Insolvent Party Alone Not Sufficient to Pierce Corporate Veil

*United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging*

11 OCAHO 1253 (2015)

Liability

*Mr. Doron Tal v. M. L. Energia, Inc.*

4 OCAHO 639 (1994)

Piercing Corporate Veil Decision Must Consider Fraud, Injustice, and Evasion of Legal Obligation

*United States v. Durable, Inc.*

11 OCAHO 1221 (2014)

*United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging*

11 OCAHO 1253 (2015)

Piercing Corporate Veil Is A Tool Used Only in Extreme Circumstances

*United States v. Durable, Inc.*

11 OCAHO 1221 (2014)

*United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging*

11 OCAHO 1253 (2015)



## Piercing Corporate Veil Unjustified in Absence of Demonstrated Misuse of Corporate Form

*United States v. Durable, Inc.*

11 OCAHO 1221 (2014)

*United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging*

11 OCAHO 1253 (2015)

## COUNTERCLAIMS

### Generally

*United States v. Great Earth Companies, Inc.*

9 OCAHO 1070 (2001)

*United States v. La Fiesta, Inc. d/b/a Las Margaritas*

1 OCAHO 246 (1988)

## DAMAGES

### Generally

*United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation*

3 OCAHO 486 (1993)

*United States v. Rosario Strano and Vito Strano d/b/a Strano Farms*

5 OCAHO 748 (1995)

*United States v. Zabala Vineyards*

6 OCAHO 844 (1996)

## DEFAULT

### Attorney's Ignorance of Readily Ascertainable Law Is Not Good Cause for Failing to File Answer

*United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC*

11 OCAHO 1265 (2015)

### Attorney's Ignorance of the Law Generally Does Not Constitute Good Cause or Excusable Neglect

*United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC*

11 OCAHO 1265 (2015)

### Burden Is On The Defaulting Party to Show That Relief Should Be Granted

*United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC*

11 OCAHO 1265 (2015)

### Default for Failure to File an Answer Must Be Excused Before Party is Permitted to Answer

*United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC*

11 OCAHO 1265 (2015)

### Party That Fails to Timely Answer a Complaint is in Default

<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
<b>DEFAULT JUDGMENT(S)</b>				
Answer				
<i>United States v. A &amp; A Maintenance Enterprise, Inc.</i>	6	OCAHO	852	(1996)
<i>United States v. Abel Galvez-Malgarejo</i>	4	OCAHO	684	(1994)
<i>United States v. Ambrocio Morales-Guzman</i>	5	OCAHO	787	(1995)
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
<i>United States v. Chuy's Paint &amp; Body Shop</i>	1	OCAHO	8	(1988)
<i>United States v. Columbia Sportswear Manufacturers, Inc.</i>	5	OCAHO	808	(1995)
<i>United States v. Continental Forestry Service</i>	6	OCAHO	836	(1996)
<i>United States v. Continental Sports Corporation</i>	4	OCAHO	640	(1994)
<i>United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture &amp; Manufacturing, Inc.</i>	5	OCAHO	789	(1995)
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	665	(1994)
<i>United States v. U.S. Style, Inc.</i>	6	OCAHO	827	(1995)
Default Judgment May Be Set Aside If Default Based on Mistake, Inadvertence or Excusable Neglect				
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
Default Judgments Are Not Favored in this Forum				
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Dismissal				
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO	721	(1994)
Equitable Tolling				

<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
Final Order of Dismissal Based on Abandonment Analogous to Entry of Default Judgment				
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
Generally				
<i>Bassey J. Udofot v. 88 Vapor Technologies</i>	3	OCAHO	506	(1993)
<i>Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO	304	(1991)
<i>D'Amico v. Erie Community College</i>	7	OCAHO	927	(1997)
<i>Errol Williams v. Touche Ross &amp; Company d/b/a Deloitte &amp; Touche</i>	1	OCAHO	258	(1990)
<i>Frank Farzin Nickman v. Mesa Air Group</i>	9	OCAHO	1106	(2004)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	136	(1990)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>Jairo Diaz v. Canteen Corporation</i>	2	OCAHO	332	(1991)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	322	(1991)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	375	(1991)
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>Troncoso v. Ferlin Service Industries</i>	1	OCAHO	110	(1989)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. Abel Galvez-Malgarejo</i>	4	OCAHO	684	(1994)
<i>United States v. Ambrocio Morales-Guzman</i>	5	OCAHO	787	(1995)
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	454	(1992)
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)
<i>United States v. Bubble Fashions Company, Inc. d/b/a Hi-Tide Fashions</i>	2	OCAHO	355	(1991)
<i>United States v. Carlos Antonio Aquino</i>	5	OCAHO	818	(1995)
<i>United States v. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO	453	(1992)
<i>United States v. Casa Lupe</i>	1	OCAHO	31	(1988)

<i>United States v. Claude H. Linkous &amp; Martin Riley d/b/a CM Health Services</i>	3	OCAHO	436	(1992)
<i>United States v. Coastal Ventures, Limited d/b/a Wendy's/Daly, Limited</i>	1	OCAHO	21	(1988)
<i>United States v. Coastal Ventures, Limited d/b/a Wendy's/Daly, Limited</i>	1	OCAHO	23	(1988)
<i>United States v. Continental Forestry Service</i>	6	OCAHO	836	(1996)
<i>United States v. DAR Distributing, Inc. d/b/a DAR Cabinets</i>	1	OCAHO	60	(1989)
<i>United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture &amp; Manufacturing, Inc.</i>	5	OCAHO	789	(1995)
<i>United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor</i>	1	OCAHO	81	(1989)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	(1992)
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	225	(1990)
<i>United States v. Dynasty 21 Car Wash, Inc.</i>	1	OCAHO	282	(1990)
<i>United States v. Edith Fine</i>	1	OCAHO	116	(1989)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	257	(1990)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. El Mexicano Taco Shop</i>	1	OCAHO	59	(1989)
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO	132	(1990)
<i>United States v. Estela Rodriguez, Individually and d/b/a Cabaret Lounge</i>	1	OCAHO	20	(1988)
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO	446	(1992)
<i>United States v. Florencio Govea</i>	1	OCAHO	40	(1989)
<i>United States v. Francois Kissel, Owner d/b/a Maximilien-In-the-Market</i>	1	OCAHO	61	(1989)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	315	(1991)
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	(1989)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	681	(1994)
<i>United States v. Hotel Valet, Inc. d/b/a New York Valet</i>	6	OCAHO	849	(1996)
<i>United States v. I.K.K. Associates, Inc. d/b/a Ocean Avenue Restaurant and Japan Express Restaurants</i>	1	OCAHO	131	(1990)
<i>United States v. Irma Hernandez</i>	8	OCAHO	1043	(2000)
<i>United States v. Jabil Circuit, Inc.</i>	10	OCAHO	1146	(2012)
<i>United States v. Jackson Associates, Engineering Consultants</i>	1	OCAHO	84	(1989)

<i>United States v. John Morales d/b/a Riverside Insulation</i>	1	OCAHO	197	(1990)
<i>United States v. K &amp; M Fashions, Inc.</i>	3	OCAHO	411	(1992)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	90	(1989)
<i>United States v. Lawrence H. Harrold d/b/a Diamond Pallet Company</i>	1	OCAHO	114	(1989)
<i>United States v. Lea's Party Rentals, Inc.</i>	1	OCAHO	111	(1989)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)
<i>United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway</i>	3	OCAHO	485	(1993)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	534	(1993)
<i>United States v. Mireya Pedraza-Guzman</i>	5	OCAHO	792	(1995)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	473	(1992)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	486	(1993)
<i>United States v. Moses Sportswear, Inc.</i>	6	OCAHO	841	(1996)
<i>United States v. Mr. Pablo Saucedo</i>	1	OCAHO	41	(1989)
<i>United States v. Nogales Body Shop &amp; Trailer Repair</i>	1	OCAHO	30	(1988)
<i>United States v. Nu Line Fashions, Inc.</i>	1	OCAHO	147	(1990)
<i>United States v. Patricio Torres, Individually and d/b/a Superior Roof Services</i>	1	OCAHO	75	(1989)
<i>United States v. Peter P. Kelley</i>	1	OCAHO	39	(1989)
<i>United States v. Prime Landscape Management, Inc.</i>	1	OCAHO	204	(1990)
<i>United States v. Raul Ramirez d/b/a Solymar Fashion</i>	1	OCAHO	168	(1990)
<i>United States v. Richard Garza, Individually and d/b/a El Patio Restaurant and Lounge</i>	1	OCAHO	211	(1990)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	163	(1990)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	201	(1990)
<i>United States v. Rodeo Night Club</i>	5	OCAHO	812	(1995)
<i>United States v. Shine Auto Service</i>	1	OCAHO	70	(1989)
<i>United States v. Silvio Vasquez-Guerrero d/b/a The Vasquez Company</i>	1	OCAHO	37	(1988)
<i>United States v. South Bay Auto Detail</i>	1	OCAHO	68	(1989)
<i>United States v. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.</i>	5	OCAHO	749	(1995)

<i>United States v. Tenampa Ballroom</i>	1	OCAHO	34	(1988)
<i>United States v. Tiki Pools, Inc. d/b/a California Pools and Spa</i>	1	OCAHO	76	(1989)
<i>United States v. Twiggy's Garden Center, Inc. d/b/a Westchester Site Design</i>	2	OCAHO	301	(1991)
<i>United States v. United Pottery Manufacturing &amp; Accessories, Inc.</i>	1	OCAHO	57	(1989)
<i>United States v. Westco Ground Maintenance Company, Inc.</i>	1	OCAHO	43	(1989)
<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	4	OCAHO	634	(1994)
<i>United States v. William L. Garcia d/b/a La Buena, Inc.</i>	7	OCAHO	950	(1997)
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO	505	(1993)
<i>United States v. Zoeb Enterprises, Inc. d/b/a Papa Sam's Deli d/b/a Papaya Paradise</i>	2	OCAHO	356	(1991)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)
Judgments By Default Are Generally Disfavored				
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
Persons Protected				
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
Pro Se				
<i>United States v. Alliance Construction, Inc.</i>	7	OCAHO	983	(1998)
Relief From Final Order of Dismissal May Be Granted If Party Is Blameless for the Default				
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
Setting Aside Order				
<i>Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie</i>	8	OCAHO	1007	(1998)
<i>United States v. Monica Zapata-Cosio</i>	4	OCAHO	685	(1994)
Meritorious Defense(s)				
<i>Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie</i>	8	OCAHO	1007	(1998)
Prejudice				

<i>Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie</i>	8	OCAHO	1007	(1998)
Statute of Limitations				
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
<b>DEFENSE(S)</b>				
Acting Lawfully Under a Law				
<i>Ahmad S. Elhajomar v. City and County of Honolulu</i>	1	OCAHO	246	(1990)
<i>Audrey Murtano v. C. R. England, Inc.</i>	9	OCAHO	1116	(2005)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
Acting Lawfully Under a Regulation				
<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Audrey Murtano v. C. R. England, Inc.</i>	9	OCAHO	1116	(2005)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Irma Leticia Sosa v. United States Postal Service</i>	1	OCAHO	115	(1989)
<i>Olimpia Tovar v. United States Postal Service</i>	1	OCAHO	269	(1990)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
<b>Affirmation(s)</b>				
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<b>Affirmative Defense(s)</b>				
<i>Albert Gimein v. Department of Defense &amp; Grumman Aerospace Corporation</i>	3	OCAHO	503	(1993)
<i>Audrey Murtano v. C. R. England, Inc.</i>	9	OCAHO	1116	(2005)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	(1994)
<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt &amp; Mosle</i>	3	OCAHO	550	(1993)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)

<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. A &amp; A Maintenance Enterprise, Inc.</i>	6	OCAHO	852	(1996)
<i>United States v. Aid Maintenance Company, Inc.</i>	6	OCAHO	893	(1996)
<i>United States v. Alberta Sosa, Inc.</i>	4	OCAHO	720	(1994)
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	1	OCAHO	296	(1991)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	2	OCAHO	352	(1991)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	306	(1991)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Barnett Taylor, LLC, d/b/a Burger King</i>	10	OCAHO	1155	(2012)
<i>United States v. Boah Fashion, Corporation</i>	1	OCAHO	281	(1990)
<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO	226	(1990)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Central Nebraska Packing, Inc.</i>	4	OCAHO	714	(1994)
<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO	723	(1995)
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	(1992)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall</i>	2	OCAHO	353	(1991)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. David Segura-Sataray</i>	4	OCAHO	703	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Dolly Boman Irani</i>	6	OCAHO	860	(1996)



<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	242	(1990)
<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	387	(1991)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1072	(2001)
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	(1996)
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	899	(1996)
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO	175	(1990)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Gregorio Alabada Makilan</i>	4	OCAHO	610	(1994)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	331	(1991)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	333	(1991)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	338	(1991)
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO	433	(1992)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	260	(1990)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	298	(1991)
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	1	OCAHO	218	(1990)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	772	(1995)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	212	(1990)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO	309	(1991)
<i>United States v. MAC Specialties Ltd.</i>	6	OCAHO	920	(1997)

<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
<i>United States v. Mourad Abu Remileh</i>	4	OCAHO	706	(1994)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	463	(1992)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	3	OCAHO	427	(1992)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO	540	(1993)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	541	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Robert Watson d/b/a North State Tile Company</i>	1	OCAHO	253	(1990)
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO	98	(1989)
<i>United States v. Scotto Brothers Woodbury Restaurant d/b/a Fox Hollow Inn</i>	3	OCAHO	584	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. The Grower's Company, Inc. d/b/a Harvest Management, Inc.</i>	2	OCAHO	346	(1991)
<i>United States v. Thomas R. Heisler, Individually and d/b/a The Playground Bar</i>	1	OCAHO	150	(1990)
<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO	370	(1991)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)
<i>United States v. William and Maria Sievert</i>	1	OCAHO	294	(1991)
<i>United States v. Williams Produce, Inc.</i>	4	OCAHO	671	(1994)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)

<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO	965	(1997)
After-Acquired Information				
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
Citizen v. Non-Citizen Only Where Equally Qualified				
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Civil Money Penalty				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank &amp; Stein</i>	5	OCAHO	756	(1995)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
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<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
Compliance with Employer Sanctions				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
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<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)
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<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
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<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
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<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	397	(1991)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)
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<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO	441	(1992)
<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO	138	(1990)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)
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<i>United States v. Irvin Industries, Inc.</i>	1	OCAHO	139	(1990)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
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<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)

<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	(1996)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
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<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
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<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	689	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	689	(1994)
<i>Massala Prince Reffell v. Prairie View A&amp;M University</i>	9	OCAHO	1057	(2000)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
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<i>United States v. Earl &amp; Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO	687	(1994)
<i>United States v. Irvin Industries, Inc.</i>	1	OCAHO	139	(1990)
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
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<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
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<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	(2003)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)

<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
Estoppel				
<i>Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.</i>	5	OCAHO	746	(1995)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	(1996)
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	899	(1996)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Louis Padnos Iron &amp; Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
<i>United States v. Scotto Brothers Woodbury Restaurant d/b/a Fox Hollow Inn</i>	3	OCAHO	584	(1993)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
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<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Manos &amp; Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
Generally				
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)
<i>United States v. Manos &amp; Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Ralph Sanchez, Labor Contractor</i>	1	OCAHO	58	(1989)
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO	98	(1989)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
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<i>United States v. Pedro Dominguez</i>	6	OCAHO	878	(1996)
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<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
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<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
Fifth Amendment				
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. David Segura-Sataray</i>	4	OCAHO	708	(1991)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	897	(1996)
Generally				
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	(1996)
Fourth Amendment				
<i>United States v. C&amp;K Metals, Inc. a/k/a Leach Cast &amp; Steel, Inc.</i>	6	OCAHO	845	(1996)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
Generally				
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. A &amp; A Maintenance Enterprise, Inc.</i>	6	OCAHO	852	(1996)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)

<i>United States v. David Segura-Sataray</i>	4	OCAHO	703	(1994)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. John W. Guewell &amp; Alfred P. Cooper d/b/a Wagco Security Services</i>	3	OCAHO	478	(1992)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	463	(1992)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	541	(1993)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. R&amp;M Fashion, Inc.</i>	6	OCAHO	826	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
Good Faith Compliance				
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)
Good Faith Defense				
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	(1995)
<i>United States v. Basim Aziz Hanna d/b/a Ferris &amp; Ferris Pizza</i>	1	OCAHO	200	(1990)



<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Boo Bears Den</i>	1	OCAHO	71	(1989)
<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO	226	(1990)
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO	310	(1991)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Busy Corner Sportswear, Inc.</i>	3	OCAHO	511	(1993)
<i>United States v. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO	453	(1992)
<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO	723	(1995)
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	(1992)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Danny Mathis d/b/a Mathis Maspori</i>	5	OCAHO	752	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	125	(1990)
<i>United States v. Dr. Merrill Cahn, D.P.M.</i>	1	OCAHO	127	(1990)
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	242	(1990)
<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	246	(1988)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1072	(2001)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	93	(1989)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO	175	(1990)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)

<i>United States v. Interdynamics, Inc.</i>	3	OCAHO	433	(1992)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	246	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	24	(1988)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	85	(1989)
<i>United States v. LeMerengo/Rumors Restaurant</i>	1	OCAHO	157	(1990)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	166	(1990)
<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO	448	(1992)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Richard Pizzuto Dimensions in Hair and Skin</i>	3	OCAHO	447	(1992)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	297	(1991)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. The Body Shop</i>	1	OCAHO	185	(1990)

<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	445	(1992)
<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO	370	(1991)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	449	(1992)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Good Faith Defense provided by 8 U.S.C. Section 1324a(b)(6)				
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<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)
Ignorance of Law is Not An Affirmative Defense				
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
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<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
Ignorance of Statutory Requirements Does Not Amount to Showing of Good Faith				
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
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<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Impossibility Not Available As Defense When Destruction of I-9s Is Due To Employer's Own Actions				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
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<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)

<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	(1995)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
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<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	(1992)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	242	(1990)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	889	(1996)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. The Body Shop</i>	1	OCAHO	149	(1990)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
Legitimate, Nondiscriminatory Reason				
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)

<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO	430	(1992)
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	(2013)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO	773	(1995)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO	457	(1992)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Roberto Decasez-Martinez v. Tyson Foods, Inc.</i>	2	OCAHO	372	(1991)
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	(1992)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	331	(1991)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO	314	(1991)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)

#### Motion to Strike

<i>United States v. Desert Palace, Inc.</i>	9	OCAHO	1067	(2001)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1072	(2001)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)

Paperwork Requirement(s)/Violation(s)

<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)

Penalties

<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
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Persons Protected

<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	(2012)
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Res Judicata

<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)

Seasonal Agricultural Workers

<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Ralph Sanchez, Labor Contractor</i>	1	OCAHO	58	(1989)

Selective Prosecution/Enforcement

<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	1	OCAHO	247	(1990)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	1	OCAHO	296	(1991)
<i>United States v. Earl &amp; Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO	687	(1994)
<i>United States v. Law Offices of Manulkin, Glaser &amp; Bennett</i>	1	OCAHO	100	(1989)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)

<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. Ramada Inn Old Town</i>	1	OCAHO	105	(1989)
<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO	56	(1989)
Settlement				
<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8	OCAHO	1011	(1998)
Sixth Amendment				
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
Size of Business				
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
Sovereign				
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	510	(1993)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	324	(1991)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	363	(1991)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	415	(1991)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	426	(1992)
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	689	(1994)
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	709	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	689	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	709	(1994)

<i>Massala Prince Reffell v. Prairie View A&amp;M University</i>	9	OCAHO	1057	(2000)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. Auburn University</i>	4	OCAHO	688	(1994)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	246	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	246	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	24	(1988)
Eleventh Amendment				
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	869	(1996)
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	915	(1997)
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
Generally				
<i>Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville</i>	6	OCAHO	881	(1996)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)
Substantial Compliance				
<i>United States v. BKR Restaurants, LLC d/b/a Burger King</i>	10	OCAHO	1154	(2012)
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	(1992)
<i>United States v. Citizens Utilities Company, Inc., Telephone Division</i>	1	OCAHO	161	(1990)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	886	(1996)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	260	(1990)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	298	(1991)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)



<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	166	(1990)
<i>United States v. Manos &amp; Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	154	(1990)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
<i>United States v. San Ysidro Ranch</i>	1	OCAHO	183	(1990)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	449	(1992)
Tortious Act				
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
Use Immunity				
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
Vague and Indefinite				
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
Vague Awareness of IRCA's Climate				

<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
Waiver				
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	899	(1996)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<b>DEFINITIONS</b>				
Abuse of Process				
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)
Alter				
<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
Casual Domestic Employment				
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
Counterfeit				
<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
Direct Evidence				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO	1140	(2011)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
Employer(s)				
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)

Employment	<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
	<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
Estoppel	<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
Falsely Made	<i>Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.</i>	5	OCAHO	746	(1995)
	<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
Final Order	<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
	<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)
Foreigner	<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	864	(1996)
Forge	<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
Hire/Hiring	<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
	<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
Malicious Prosecution	<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
	<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)

Proceeding

*United States v. Curran Engineering Company, Inc.*

7 OCAHO 975 (1997)

Res Judicata

*Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.*

5 OCAHO 746 (1995)

Use

*United States v. Pedro Dominguez*

7 OCAHO 972 (1997)

**DEPORTATION**

Document Fraud

*United States v. Oscar Eduardo Villatoro-Guzman*

4 OCAHO 652 (1994)

Generally

*United States v. Ana Maria Villegas-Valenzuela*

5 OCAHO 784 (1995)

*United States v. Armando Alvarez-Suarez*

4 OCAHO 655 (1994)

*United States v. Cristina Galeas*

5 OCAHO 790 (1995)

*United States v. Kaday Musu Thoronka*

5 OCAHO 725 (1995)

*United States v. Orlando Diaz-Rosas*

4 OCAHO 702 (1994)

**DEPOSITIONS**

Admissibility

*Anna J. Flores v. Daniel Dry Cleaners*

4 OCAHO 693 (1994)

Compel

*United States v. Townsend Culinary, Inc.*

7 OCAHO 996 (1998)

Depositions Should Be Cancelled if Testimony is Not Necessary, Relevant, and/or Non-duplicative

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
Failure to Appear				
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	622	(1994)
Fifth Amendment				
<i>United States v. Pedro Dominguez</i>	6	OCAHO	910	(1997)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	903	(1996)
Generally				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	651	(1994)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	863	(1996)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	895	(1996)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	902	(1996)
Interrogatories				
<i>Jose Proto Alcaraz v. General Motors Corporation</i>	7	OCAHO	962	(1997)
Limitation(s)				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
Privilege Claim				
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	897	(1996)
Telephonic				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)

## DISCOVERY

### Acceptable

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1084 (2002)

*United States v. Select Temporaries, Inc. d/b/a Select Personnel Services* 9 OCAHO 1079 (2002)

### Admission(s)

*Iron Workers Local 455 v. Lake Construction & Development Corporation* 7 OCAHO 964 (1997)

*United States v. Alberta Sosa, Inc.* 5 OCAHO 739 (1995)

*United States v. Alberto Noriega-Perez* 5 OCAHO 798 (1995)

*United States v. Alberto Noriega-Perez* 5 OCAHO 811 (1995)

*United States v. Broadway Tire, Inc.* 2 OCAHO 310 (1991)

*United States v. Burns and Intra-Continental Enterprises* 5 OCAHO 759 (1995)

*United States v. Charo's Corporation d/b/a Charo's Restaurant* 2 OCAHO 305 (1991)

*United States v. Charo's Corporation d/b/a Charo's Restaurant* 2 OCAHO 369 (1991)

*United States v. Ed Valencia & Sons, Inc. d/b/a Valladares* 2 OCAHO 316 (1992)

*United States v. Esther Flores-Martinez* 5 OCAHO 733 (1995)

*United States v. Exim, Inc. and Jaime Monardes, Individually* 3 OCAHO 591 (1993)

*United States v. Four Star Knitting, Inc.* 5 OCAHO 815 (1995)

*United States v. Karnival Fashion, Inc.* 5 OCAHO 769 (1995)

*United States v. Marisol Chavez-Ramirez* 5 OCAHO 774 (1995)

*United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge* 3 OCAHO 560 (1993)

*United States v. Ricardo Calderon, Inc.* 5 OCAHO 805 (1995)

### ALJ Must Exercise Discretion in Resolving Discovery Disputes

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express* 11 OCAHO 1220 (2014)

### ALJ Not Bound By Federal Rules of Civil Procedure

<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
Attorney-Client Privilege				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>United States v. R &amp; C Tours (Guam), Inc.</i>	2	OCAHO	393	(1989)
Broad Scope of Permissible Discovery for Allegations of Pattern or Practice				
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
Burden of Proof				
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	(2007)
<i>United States v. Volvo Trucks North America, Inc.</i>	7	OCAHO	994	(1998)
<i>United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash</i>	7	OCAHO	989	(1998)
Caution Required in Imposing Discovery Burden On Non-Party				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Certification(s)				
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	(2007)
Definition				
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1078	(2002)
Citizenship Status				
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1031	(1999)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
Compel				

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	613	(1994)
<i>United States v. Allen Holdings, Inc.</i>	9	OCAHO	1059	(2000)
<i>United States v. Marvlee, Inc.</i>	5	OCAHO	728	(1995)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	700	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
<i>United States v. Townsend Culinary, Inc.</i>	7	OCAHO	996	(1998)

#### Deposing Opposing Counsel

<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	(2012)
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#### Depositions

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jose Proto Alcaraz v. General Motors Corporation</i>	7	OCAHO	962	(1997)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	(2012)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	910	(1997)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	895	(1996)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	903	(1996)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	902	(1996)

#### Depositions Should Be Cancelled if Testimony is Not Necessary, Relevant, and/or Non-duplicative

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
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#### Discovery Permitted as to Any Matter Relevant to Subject Matter of Case and Not Privileged

<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
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#### Disparate Treatment



<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
Disputes About Temporal Scope of Discovery Resolved in the Factual Context of Each Case				
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
Documents				
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. C&amp;K Metals, Inc. a/k/a Leach Cast &amp; Steel, Inc.</i>	6	OCAHO	845	(1996)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	531	(1993)
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash</i>	7	OCAHO	989	(1998)
Employment Practice				
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
Employment Practices Outside Limitations Period Always Potentially Relevant				
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
Evasive or Incomplete Response To Discovery May Be Treated as Failure to Respond				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
Fifth Amendment				
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	777	(1995)
<i>United States v. David Segura-Sataray</i>	4	OCAHO	708	(1991)
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)

<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	897	(1996)
Fourth Amendment				
<i>United States v. C&amp;K Metals, Inc. a/k/a Leach Cast &amp; Steel, Inc.</i>	6	OCAHO	845	(1996)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
Frequency and Extent of Discovery May Be Limited by ALJ Sua Sponte or Upon Motion				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Frequency and Extent of Discovery May Be Limited If Burden/Expense Outweighs Likely Benefit				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
General, Conclusory Assertion of Irrelevance, Overbreadth or Undue Burden Insufficient Objection				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
Generally				
<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO	443	(1992)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	(1994)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	460	(1992)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	487	(1993)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	568	(1993)
<i>Galdino Casillas Garcia v. McCarron Electric Company</i>	5	OCAHO	747	(1995)
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	(1995)
<i>In re Investigation of Valley Crest Tree Company, Subpoena</i>	3	OCAHO	579	(1993)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	6	OCAHO	911	(1997)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	415	(1991)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	53	(1989)

<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
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<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	4	OCAHO	678	(1994)
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<i>United States v. All World Imports, Inc. d/b/a Andre Pierre Imports</i>	2	OCAHO	344	(1991)
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<i>United States v. Armstrong Painting and Waterproofing and Modesto Sevilla</i>	1	OCAHO	231	(1991)
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<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	305	(1991)
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<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	514	(1993)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	(1992)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Feliciano Aguas-Avalos</i>	4	OCAHO	642	(1994)
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<i>United States v. Harris Ranch Beef Company</i>	1	OCAHO	277	(1990)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	302	(1991)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
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<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	2	OCAHO	394	(1990)
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<i>United States v. Manca Imports, Inc.</i>	1	OCAHO	268	(1990)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
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<i>United States v. Otilio Franco d/b/a Cruz Leyva Construction</i>	1	OCAHO	82	(1989)
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<i>United States v. San Diego Semiconductors, Inc.</i>	1	OCAHO	190	(1990)
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<i>Juan Francisco Martinez v. Lott Constructors, Inc.</i>	2	OCAHO	323	(1991)
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
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<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	562	(1993)
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<i>McNier v. San Francisco State University College of Business</i>	7	OCAHO	998	(1998)
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<i>Salim J. Hajjani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
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<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)

<i>Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation</i>	4	OCAHO	707	(1994)
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<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
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<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
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<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
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<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)

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<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
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<i>Daniel DeNardo v. WH Smith USA Travel</i>	9	OCAHO	1080	(2002)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Elodia Guzman v. Yakima Fruit &amp; Cold Storage</i>	9	OCAHO	1066	(2001)

<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
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<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
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<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
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<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)

#### Documents

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<i>Daniel DeNardo v. WH Smith USA Travel</i>	9	OCAHO	1080	(2002)
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Employer's Broad Discretion Expectations for Employee's Performance

*Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape* 10 OCAHO 1187 (2013)  
Employer's Constantly Shifting Explanations for Adverse Action Can Alone Show Pretext

*United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms* 11 OCAHO 1252 (2015)  
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*Benjamin Barone v. Superior Washer and Gasket Corp.* 10 OCAHO 1176 (2013)

*Carlos Aciar v. Rosen's Delicatessen* 9 OCAHO 1086 (2002)

*Corneliu Curuta v. Tomball College* 9 OCAHO 1099 (2003)

*Crecencio Cabrera Mendez v. Jim Daniels* 2 OCAHO 374 (1991)

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*Dolores Garcia Contreras v. Cascade Fruit Company* 9 OCAHO 1090 (2003)

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*Gloria Ondina-Mendez v. Sugar Creek Packing Company* 9 OCAHO 1075 (2001)

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*Jose Jasso v. Danbury Hilton & Towers* 3 OCAHO 522 (1993)

<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Juan Francisco Martinez v. Lott Constructors, Inc.</i>	2	OCAHO	323	(1991)
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<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
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<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
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<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	(1992)
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<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. General Dynamics</i>	3	OCAHO	517	(1993)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
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<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
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<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)

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<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
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<i>Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation</i>	4	OCAHO	707	(1994)
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<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1035	(1999)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO	542	(1993)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
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Individual's Subjective Perception of Discrimination Does Not Substitute for Evidence				
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)

## Inference that Discrimination Not Determinative Where Same Person Hires & Fires Within Short Time

*Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee*

10 OCAHO 1212 (2014)

### INS Guidelines

#### Technical or Procedural Verification Failures

*Daniel DeNardo v. WH Smith USA Travel*

9 OCAHO 1080 (2002)

### Intent To Discriminate If Person Would Have Acted Differently But For Protected Characteristic

*United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare*

11 OCAHO 1227 (2014)

### Intentional

*Ahadu Tadesse v. United States Postal Service*

7 OCAHO 979 (1997)

*Benjamin Barone v. Superior Washer and Gasket Corp.*

10 OCAHO 1176 (2013)

*Dolores Garcia Contreras v. Cascade Fruit Company*

9 OCAHO 1090 (2003)

*Gloria Ondina-Mendez v. Sugar Creek Packing Company*

9 OCAHO 1085 (2002)

*Iron Workers Local 455 v. Lake Construction & Development Corporation*

7 OCAHO 964 (1997)

*Jimmy Jack Jackai v. Dallas County Data Services*

3 OCAHO 569 (1993)

*Jorge Mario Ipina v. Michigan Jobs Commission*

8 OCAHO 1036 (1999)

*Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape*

10 OCAHO 1187 (2013)

*Jose Pablo Martinez v. Superior Linen*

10 OCAHO 1180 (2013)

*Juan Manuel Alamprese v. MNSH, Inc.*

9 OCAHO 1094 (2003)

*Raul A. Gonzalez v. Tri-Component Products, Inc.*

9 OCAHO 1118 (2005)

*United States v. Diversified Technology and Services of Virginia, Inc.*

9 OCAHO 1095 (2003)

*United States v. Lasa Marketing Firms, a California Partnership*

1 OCAHO 106 (1989)

*United States v. Lasa Marketing Firms, a California Partnership*

1 OCAHO 141 (1990)

*United States v. Marcel Watch Corporation*

1 OCAHO 143 (1990)

### Intentional Discrimination If Employer Treats Some People Less Favorably Due to Prohibited Factor



<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
Jurisdiction				
<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	(1993)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Cormia v. Home Care Giver Services</i>	10	OCAHO	1160	(2012)
<i>Corneliu Curuta v. United States Water Conservation Laboratory</i>	3	OCAHO	459	(1992)
<i>Daniel D. Tiplea v. Reynolds Electrical &amp; Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	528	(1993)
<i>Frank Thomas Brown v. Baltimore City Public Schools</i>	3	OCAHO	480	(1992)
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman &amp; CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1030	(1999)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1056	(2000)
<i>Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	(1999)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	(1993)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	663	(1994)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)

<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)
<i>William S. Monda v. Staryhab, Inc.</i>	8	OCAHO	1002	(1998)
Knowledge of Citizenship Status				
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
Legitimate, Nondiscriminatory Reason				
<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO	1176	(2013)
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1124	(2008)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	(2013)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO	773	(1995)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)

<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
Malice Or Ill Will Is Not Required to Establish Discrimination				
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
National Origin				
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman &amp; CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1056	(2000)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO	314	(1991)
Generally				
<i>Albert Gimein v. Department of Defense &amp; Grumman Aerospace Corporation</i>	3	OCAHO	503	(1993)
<i>Bassey J. Udofot v. General Electric Company, Astro-Space Division</i>	1	OCAHO	205	(1990)
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	392	(1991)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jose Jasso v. Danbury Hilton &amp; Towers</i>	3	OCAHO	522	(1993)

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO	542	(1993)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Moises Reyes v. Pilgrim Psychiatric Center</i>	3	OCAHO	529	(1993)
<i>Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati</i>	1	OCAHO	128	(1990)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO	413	(1992)

#### Jurisdiction

<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1015	(1998)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	(1995)
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO	767	(1995)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	(1996)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)

#### No Mandate That U.S. Citizen Be Afforded Preference Over Equally Qualified Alien Individual

<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
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Nonimmigrant

H-1B visa

*William S. Monda v. Staryhab, Inc.*

8 OCAHO 1002 (1998)

OCAHO Case Law, Unlike Title VII, Has Never Recognized the Disparate Impact Theory

*Victor Guerrero v. California Department of Corrections and Rehabilitation*

11 OCAHO 1264 (2015)

OCAHO Has No Authority Over Discrimination Claims Covered by Statutes Other Than Section 1324b

*Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.*

11 OCAHO 1261 (2015)

*Nicasio Angulo v. Securitas Security Services USA, Inc.*

11 OCAHO 1259 (2015)

*Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.*

11 OCAHO 1260 (2015)

OCAHO Jurisprudence Looks To Cases Under Title VII for General Guidance in Interpreting Section 1324b

*Linda Chellouf v. Inter American University of Puerto Rico*

12 OCAHO 1269 (2016)

OSC, A Separate and Distinct Party, Can Pursue Complaint-In-Intervention Without Charging Party

*United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms*

11 OCAHO 1252 (2015)

Pattern or Practice

*Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center*

8 OCAHO 1050 (2000)

*Guy Santiglia v. Sun Microsystems, Inc.*

9 OCAHO 1097 (2003)

*Linda S. Walker v. United Airlines, Inc.*

4 OCAHO 686 (1994)

*United States v. Diversified Technology and Services of Virginia, Inc.*

9 OCAHO 1095 (2003)

*United States v. Fairfield Jersey, Inc.*

9 OCAHO 1069 (2001)

*United States v. Rosario Strano and Vito Strano d/b/a Strano Farms*

4 OCAHO 601 (1994)

*United States v. Volvo Trucks North America, Inc.*

7 OCAHO 994 (1998)

Pattern Or Practice of Discrimination Shown If Employer Discriminates As Standard Operating Procedure

*United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare*

11 OCAHO 1227 (2014)

## Prescreening of Employment Applicants Based on Their Documentation is Impermissible

<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
Pretext				
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	(2013)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
Reduction in Force				
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
Retaliation				
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	(1995)
<i>Chand Wije v. Barton Springs/Edwards Aquifier C.D.</i>	4	OCAHO	668	(1994)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)

<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1124	(2008)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1056	(2000)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO	837	(1996)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	663	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Seidou Diarrassouba v. Medallion Financial Corporation</i>	9	OCAHO	1076	(2001)
<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)

Section 1324b Does Not Encompass Complaints About Terms and Conditions of Employment

<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)

<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
Similarly Situated Comparators				
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
Subject Matter Jurisdiction				
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1024	(1999)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
Tax Protester				
<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)



<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)
To Rebut Prima Facie Case, Employer Must State Non-Discriminatory Reason for Employment Decision				
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	(2015)
U.S. Workers Cannot Be Discriminated Against in Favor of Foreign Workers				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
Under Section 1324b Disparate Treatment Must Be Shown				
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	(2015)
Unfair Employment Practice Actionable only if OSC Charge Filed Within 180 Days of the Event				
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
Where Two Legally Independent Remedies Are Provided, No Barrier To Pursuing Both Simultaneously				
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
Who Qualifies as a Protected Individual for Citizenship Status Discrimination				
<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	(2015)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)

<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
<b>DISMISSAL</b>				
Abandonment				
<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO	598	(1994)
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	622	(1994)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO	605	(1994)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	628	(1994)
<i>Noe Rodriguez v. Tyson Foods, Inc.</i>	9	OCAHO	1109	(2004)
<i>Tito Ponce Chavez v. National By-Products</i>	4	OCAHO	620	(1994)
<i>United States v. Cordin Company</i>	10	OCAHO	1162	(2012)
<i>United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.</i>	4	OCAHO	656	(1994)
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<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1054	(2000)
<i>Zoila Palma v. Farley Foods</i>	5	OCAHO	757	(1995)
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<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
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<i>Carlos Alfredo Osorno v. Cesar Geraldo, Owner, Reliable Graphics, Inc.</i>	1	OCAHO	275	(1990)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Daniel Cavazos v. Wanxiang America Corporation</i>	10	OCAHO	1138	(2011)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	419	(1992)
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<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Frank Thomas Brown v. Baltimore City Public Schools</i>	3	OCAHO	480	(1992)
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<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation</i>	4	OCAHO	707	(1994)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)

<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Robert S. Mathews v. Goodyear Tire &amp; Rubber Company</i>	7	OCAHO	929	(1997)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	461	(1992)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>Susan K. Horst v. Juneau School District City and Borough of Juneau</i>	7	OCAHO	957	(1997)
<i>United States v. Azteca Restaurant, Northgate</i>	1	OCAHO	33	(1988)
<i>United States v. Capitol Arts &amp; Frames, Inc.</i>	1	OCAHO	229	(1990)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
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<i>Bassey J. Udofot v. General Electric Company, Astro-Space Division</i>	1	OCAHO	205	(1990)
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<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	392	(1991)
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<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	476	(1992)
<i>Hector Cascante v. Kayak Club</i>	1	OCAHO	223	(1990)
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO	144	(1990)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	432	(1992)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	214	(1990)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	227	(1990)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	266	(1990)
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	(1993)
<i>Jimmy-Jack Jackai v. Frito-Lay, Inc. and North Texas State University Career Planning and Placement Service</i>	1	OCAHO	188	(1990)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
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<i>Lazaro Antonio Arrieta v. Michigan Employment Security Commission</i>	3	OCAHO	471	(1992)
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
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<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	(1993)
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<i>Troncoso v. Ferlin Service Industries</i>	1	OCAHO	110	(1989)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	391	(1991)
<i>United States v. Auburn University</i>	4	OCAHO	658	(1994)
<i>United States v. Azteca Restaurant, Northgate</i>	1	OCAHO	33	(1988)
<i>United States v. Bayley's Quality Seafoods, Inc.</i>	1	OCAHO	249	(1990)
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<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	(1989)
<i>United States v. Commander Construction, Inc. t/a Commander Construction Company</i>	1	OCAHO	32	(1988)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Farmers Insurance Group of Companies</i>	1	OCAHO	22	(1988)

<i>United States v. Francisco's Restaurant, Inc.</i>	1	OCAHO	206	(1990)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	320	(1991)
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<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	264	(1990)
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<i>United States v. McDonnell Douglas Corporation</i>	3	OCAHO	507	(1993)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	202	(1990)
<i>United States v. Ramada Inn Old Town</i>	1	OCAHO	103	(1989)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
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<i>United States v. Sparky's Waterfront Saloon, Inc.</i>	1	OCAHO	126	(1990)
<i>United States v. Tenampa Ballroom</i>	1	OCAHO	38	(1988)
<i>United States v. Victor Hugo Baches-Corado</i>	3	OCAHO	571	(1993)
<i>United States v. Visit USA Bureau - San Francisco, Inc.</i>	1	OCAHO	155	(1990)
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<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
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<i>Frederick John Harris v. Mr. Bob Marbut, Chairman &amp; CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)
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<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
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<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)

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<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense Service</i>	4	OCAHO	600	(1994)
<i>United States v. Mayfly Fashion, Inc.</i>	6	OCAHO	894	(1996)
<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
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<i>United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes</i>	6	OCAHO	921	(1997)
<i>United States v. IBP, Inc.</i>	5	OCAHO	766	(1995)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)
<i>United States v. Turner's Japanese Auto Repair</i>	8	OCAHO	1009	(1998)
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<i>Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	(1999)
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<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	6	OCAHO	923	(1997)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)

<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
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<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>United States v. American Airlines</i>	8	OCAHO	1044	(2000)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1054	(2000)
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<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	(2013)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
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<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)

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<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>United States v. Performance Printing Corporation</i>	5	OCAHO	779	(1995)

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<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
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## Untimely Filing

<i>Ashwani Goel v. Indotronix International Corporation</i>	9	OCAHO	1102	(2003)
<i>Ernestina C. Lopez v. James Jung, Hallmark Cleaners</i>	10	OCAHO	1171	(2013)
<i>Galdino Casillas Garcia v. McCarron Electric Company</i>	5	OCAHO	747	(1995)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	6	OCAHO	843	(1996)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Julian Sahagun v. Bend-Pack, Inc.</i>	5	OCAHO	809	(1995)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	5	OCAHO	726	(1995)
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<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
<i>Sall v. Wal-Mart Stores, Inc.</i>	10	OCAHO	1161	(2012)
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<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	810	(1995)
<i>Linda S. Walker v. United Airlines, Inc.</i>	6	OCAHO	856	(1996)

<i>Tulin E. Mangir v. TRW, Inc.</i>	4	OCAHO	672	(1994)
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<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
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<i>Daniel DeNardo v. WH Smith USA Travel</i>	9	OCAHO	1080	(2002)
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<i>James D. Westendorf v. Brown &amp; Root, Inc.</i>	3	OCAHO	477	(1992)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	888	(1996)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
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<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Swift &amp; Co.</i>	9	OCAHO	1068	(2001)

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<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	6	OCAHO	923	(1997)
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<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
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<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
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<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
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<i>Carlos Alberto Martinez v. Noah's New York Bagels, Inc.</i>	6	OCAHO	917	(1997)
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Elodia Guzman v. Yakima Fruit &amp; Cold Storage</i>	9	OCAHO	1066	(2001)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
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<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	6	OCAHO	923	(1997)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)

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<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)

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<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
<i>United States v. Simon Osagie Iyawe</i>	5	OCAHO	744	(1995)

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<i>United States v. Budiman Napitupulu</i>	7	OCAHO	96	(1997)
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<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	725	(1995)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
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<i>United States v. C&amp;K Metals, Inc. a/k/a Leach Cast &amp; Steel, Inc.</i>	6	OCAHO	845	(1996)
<i>United States v. Chums Corporation</i>	6	OCAHO	842	(1996)
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	839	(1996)
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
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<i>United States v. Ramada Inn Old Town</i>	1	OCAHO	103	(1989)
<i>United States v. Ramada Inn Old Town</i>	1	OCAHO	105	(1989)
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
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<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
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<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
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<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
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<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	768	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)

<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. R&amp;M Fashion, Inc.</i>	6	OCAHO	826	(1995)
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<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
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<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	886	(1996)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
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<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
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<i>United States v. Bayley's Quality Seafoods, Inc.</i>	1	OCAHO	238	(1990)
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<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
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<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
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4 OCAHO 637 (1994)

## **ELECTRONIC EMPLOYMENT ELIGIBILITY VERIFICATION**

Participation in E-Verify Doesn't Exempt Employer From Completing, Retaining and Producing I-9s

*United States v. Golden Employment Group, Inc.*

12 OCAHO 1274 (2016)

*United States v. Golf International d/b/a Desert Canyon Golf*

10 OCAHO 1214 (2014)

*United States v. Golf International d/b/a Desert Canyon Golf*

11 OCAHO 1222 (2014)

*United States v. SKZ Harvesting, Inc.*

11 OCAHO 1266 (2016)

*United States v. Speedy Gonzalez Construction, Inc.*

11 OCAHO 1228 (2014)

## **EMPLOYEES**

Defined As Persons Who Provide Services or Labor for Wages or Other Remuneration

*United States v. Dr. Robert Schaus, D.D.S.*

11 OCAHO 1239 (2014)

*United States v. Homestead Metal Recycling Corp.*

11 OCAHO 1251 (2015)

*United States v. Leed Construction, Megan Burkholder*

11 OCAHO 1237 (2014)

Definition

*United States v. Dr. Robert Schaus, D.D.S.*

11 OCAHO 1239 (2014)

*United States v. Homestead Metal Recycling Corp.*

11 OCAHO 1251 (2015)

*United States v. Leed Construction, Megan Burkholder*

11 OCAHO 1237 (2014)

*United States v. Speedy Gonzalez Construction, Inc.*

11 OCAHO 1228 (2014)

*United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant*

10 OCAHO 1208 (2014)

Employee Defined as Individual Who Provides Services or Labor for an Employer for Wages or Other Remuneration

*United States v. SKZ Harvesting, Inc.*

11 OCAHO 1266 (2016)

*United States v. Speedy Gonzalez Construction, Inc.*

11 OCAHO 1228 (2014)

Function of Individual Within Entity is Determinative of Employee Status

<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
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<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
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<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1195	(2013)
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<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
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<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
Individual Not an Employee Where There Is a Showing of Ownership and Control Over the Enterprise				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1228	(2014)
Loss of Grandfathered Status				
<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)
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<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)

<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
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<i>Cormia v. Home Care Giver Services</i>	10	OCAHO	1160	(2012)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
Neither Form of Entity Nor Individual's Title is Determinative of Employee Status				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Owner/Partner Not an Employee Where There is a Showing of Ownership and Control Over the Enterprise				
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Two For Seven, LLC d/b/a Black &amp; Blue Restaurant</i>	10	OCAHO	1208	(2014)
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<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
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<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	6	OCAHO	880	(1996)
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<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Walden Station, Inc.</i>	8	OCAHO	1053	(2000)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)

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<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	348	(1991)
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<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	(1997)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	2	OCAHO	400	(1989)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)

## Discharge

<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	558	(1993)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)

<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
Discrimination				
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
Citizenship Status				
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO	1140	(2011)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
Evidence				
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO	773	(1995)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
Document Abuse				

<i>Carlos Alberto Martinez v. Noah's New York Bagels, Inc.</i>	6	OCAHO	917	(1997)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)

#### Documents

<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
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#### Knowledge of Required

<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)

#### Production

<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>James D. Westendorf v. Brown &amp; Root, Inc.</i>	3	OCAHO	477	(1992)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	888	(1996)
<i>Omar Egal v. Sears Roebuck &amp; Company</i>	3	OCAHO	442	(1992)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)

<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO	413	(1992)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)

#### Generally

<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)

#### Hire/Hiring

<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt &amp; Mosle</i>	3	OCAHO	550	(1993)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	558	(1993)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	661	(1994)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

#### Knowledge of Employer

<i>United States v. Aid Maintenance Company, Inc.</i>	7	OCAHO	951	(1997)
U.S. Citizen-Only Policy				
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Knowledge				
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Pattern or Practice				
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
Prescreening				
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
Reduction in Force				
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
Retaliation				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
Retaliation				
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	547	(1993)
<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)

<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1124	(2008)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	562	(1993)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)

#### Summary Decision

##### Knowledge of Employer

<i>United States v. Haim Co., Inc.</i>	7	OCAHO	988	(1998)
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#### EMPLOYER PRACTICES/REDUCTION IN FORCE

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1100	(2003)
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#### EMPLOYER(S)

##### Burden of Proof

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)

<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
Definition				
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
Duty				
<i>United States v. R&amp;M Fashion, Inc.</i>	6	OCAHO	826	(1995)
Generally				
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>United States v. General Dynamics</i>	3	OCAHO	517	(1993)
Independent Contractor(s)				
<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
Individual Capacity				
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
Knowledge				
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
Responsibility				

<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
Successorship Liability				
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)
Union(s)				
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	107	(1989)
<b>EMPLOYMENT</b>				
Authorization				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Continue to Employ				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)



<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Giambliis Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	518	(1993)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	66	(1989)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Saeed Rahimzadeh Corporation</i>	3	OCAHO	551	(1993)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	198	(1990)

#### Definition

<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)

#### Discrimination

<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO	1134	(2010)
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#### Duty

<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	518	(1993)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)

## Employee

### Borrowed Employees

*United States v. Maka's Akamai Service* 1 OCAHO 36 (1988)

### Definition

*United States v. Charo's Corporation d/b/a Charo's Restaurant* 2 OCAHO 369 (1991)

*United States v. Jennifer Dittman d/b/a Ready Room Restaurant* 1 OCAHO 195 (1990)

### Duty

*United States v. El Paso Hospitality, Inc.* 5 OCAHO 737 (1995)

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*United States v. 4431, Inc. t/a Candlelight Inn* 4 OCAHO 611 (1994)

*United States v. Davis Nursery, Inc.* 4 OCAHO 694 (1994)

*United States v. El Paso Hospitality, Inc.* 5 OCAHO 737 (1995)

*United States v. GRS, Inc. d/b/a Gasket Engineering* 4 OCAHO 627 (1994)

### Grandfathered Employees

*Johnson v. Florida Power Corporation* 7 OCAHO 981 (1997)

*United States v. Christie Automotive Products* 2 OCAHO 361 (1991)

*United States v. Doug Eier d/b/a Blue Mountain Recreation and Cyclery* 1 OCAHO 256 (1990)

*United States v. Goldenfield Corporation d/b/a Rodeway Inn* 2 OCAHO 321 (1991)

*United States v. Halshan, Inc. d/b/a California Pacific* 1 OCAHO 278 (1990)

*United States v. Hilario Rodriguez, Jr.* 1 OCAHO 276 (1990)

*United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor* 1 OCAHO 218 (1990)

*United States v. Maka's Akamai Service* 1 OCAHO 36 (1988)

*United States v. Mario Saikhon, Inc.* 1 OCAHO 279 (1990)

## Employer(s)

### Apparent or Implied Authority

*United States v. Land Coast Insulation, Inc.* 2 OCAHO 379 (1991)

*United States v. Sophie Valdez d/b/a La Parilla Restaurant* 1 OCAHO 91 (1989)

*United States v. YES Industries d/b/a Soft Touch Carwash* 1 OCAHO 198 (1990)

### Definition

<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	320	(1991)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
<i>United States v. Richard Bakovic</i>	3	OCAHO	482	(1991)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO	138	(1990)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)

#### Duty

<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Basim Aziz Hanna d/b/a Ferris &amp; Ferris Pizza</i>	1	OCAHO	200	(1990)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Boo Bears Den</i>	1	OCAHO	71	(1989)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	768	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	886	(1996)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	242	(1990)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Giamblis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Manos &amp; Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)

<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	154	(1990)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)
<i>United States v. Vogue Pleating, Stitching &amp; Embroidery Corporation</i>	5	OCAHO	782	(1995)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
Duty of Reverification				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	3	OCAHO	427	(1992)
Generally				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO	138	(1990)
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<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
Knowledge of Employer				
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
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<i>Cormia v. Home Care Giver Services</i>	10	OCAHO	1160	(2012)
<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO	1134	(2010)
Generally				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO	288	(1991)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
Grandfathered Employees				
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1195	(2013)
Independent Contractor(s)				
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO	309	(1991)
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO	288	(1991)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. Richard Bakovic</i>	3	OCAHO	482	(1991)
<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
Knowledge				
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)

<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Number of Hours an Employee Worked Not Determinative of Duration of Employment				

<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
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<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. Ralph Sanchez, Labor Contractor</i>	1	OCAHO	58	(1989)

## EMPLOYMENT AUTHORIZATION

### Documents

<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	888	(1996)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)

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<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO	773	(1995)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)

## EQUAL ACCESS TO JUSTICE ACT

## Generally

<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	7	OCAHO	980	(1997)
<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	382	(1991)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	391	(1991)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	401	(1992)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	402	(1992)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
<i>United States v. G.L.C. Restaurant d/b/a Capriccio Restaurant</i>	3	OCAHO	439	(1992)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	216	(1990)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	270	(1990)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	2	OCAHO	389	(1991)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	864	(1996)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	308	(1991)

## Prevailing Party

<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
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## Reasonableness Standard

<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
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## Substantial Justification

<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
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## EQUITABLE TOLLING

### 180-Day Period

<i>Ephrain Manuel Berlanga v. Butterball Company</i>	4	OCAHO	669	(1994)
<i>Galdino Casillas Garcia v. McCarron Electric Company</i>	5	OCAHO	747	(1995)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	695	(1994)

#### 5/10 Year Rule

<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	5	OCAHO	726	(1995)
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)

#### Available in Extraordinary Circumstances Beyond Party's Control That Prevented Timely Filing

<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)

#### Available Where Party Prevented From Filing By Wrongful Conduct of Opponent

<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
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#### Charge

<i>Ephrain Manuel Berlanga v. Butterball Company</i>	4	OCAHO	669	(1994)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)



<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	(1996)
<i>United States v. Auburn University</i>	4	OCAHO	602	(1994)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	695	(1994)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
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<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	(2003)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
Complaint Filing Period				
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
Equitable Estoppel				
<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	(2003)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
Equitable Tolling Does Not Extend to Garden Variety Claim of Excusable Neglect				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)

## Equitable Tolling is Rare Remedy Available Only Where Requesting Party Exercised Due Diligence

<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
Filing of EEOC Charge Does Not Toll Limitations Period for Filing of OSC Charge				
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
Generally				
<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	(1990)
<i>Daniel D. Tiplea v. Reynolds Electrical &amp; Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Emil Anis Halim v. Accu-Labs Research, Inc.</i>	3	OCAHO	474	(1992)
<i>Errol Williams v. Touche Ross &amp; Company d/b/a Deloitte &amp; Touche</i>	1	OCAHO	258	(1990)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	674	(1994)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO	767	(1995)
<i>Moises Reyes v. Pilgrim Psychiatric Center</i>	3	OCAHO	529	(1993)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1037	(1999)
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7	OCAHO	999	(1998)
May Be Available Where Party Prevented From Timely Filing by Circumstances Beyond Party's Control				

<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
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<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)
Notification				
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	7	OCAHO	991	(1998)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
Pro Se				
<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	(1990)
<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	(2003)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Daniel D. Tiplea v. Reynolds Electrical &amp; Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Emil Anis Halim v. Accu-Labs Research, Inc.</i>	3	OCAHO	474	(1992)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	243	(1990)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
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<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
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<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7	OCAHO	999	(1998)
Unfair Employment Practice Actionable only if OSC Charge Filed Within 180 Days of the Event				
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
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<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
<b>ESTOPPEL</b>				
Collateral				
<i>Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.</i>	5	OCAHO	746	(1995)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Equitable				
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
Estoppel Against the Government Not Created Merely by Silence or Delay				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Estoppel Must at a Minimum Be Premised Upon Some Affirmative Government Misconduct				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
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<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1047	(2000)
<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	765	(1995)
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	(1995)
Government Is Virtually Impervious to Claims of Equitable Estoppel				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Government May Not Be Estopped on the Same Terms as Other Litigants				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
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<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
<b>ETHICAL CONDUCT</b>				
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<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
Ethics Rules Require Counsel to Cite to Known Authority Contrary to Client's Position				
<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
Failure to Provide Adequate Legal Support of Claims Renders a Pleading Deficient				
<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
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<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	(1991)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1079	(2002)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
Lawyers Are Officers of the Court and Have an Ethical Duty to Be Candid With the Court				

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)  
Plagiarism Violates Counsel's Duty to Act With Integrity and With Candor to the Court

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)  
Pleading and Argument Contrary to All Relevant Authority Show Lack of Candor With the Court

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)  
Standards of Conduct in OCAHO Rules are General Goals, Not Specific Standards of Conduct

*United States v. Chen Wilmington, Inc.* 11 OCAHO 1241 (2015)  
Verbatim Copying of Text Without Attribution is Plagiarism and Misrepresentation to the Court

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)  
When Ethical Issues Arise in OCAHO Proceedings, Applicable State Bar Rules Provide Guidance

*United States v. Chen Wilmington, Inc.* 11 OCAHO 1241 (2015)

#### **E-VERIFY**

Federal Contractors

*Travis John Guth v. Kaiser Permanente Hawaii* 10 OCAHO 1190 (2013)  
Participation in E-Verify Doesn't Exempt Employer From Completing, Retaining and Producing I-9s

*United States v. Golden Employment Group, Inc.* 12 OCAHO 1274 (2016)

*United States v. SKZ Harvesting, Inc.* 11 OCAHO 1266 (2016)

#### **EVIDENCE**

Admissibility

*Juan Manuel Alamprese v. MNSH, Inc.* 9 OCAHO 1094 (2003)

## Affidavit(s)

<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>United States v. Dolly Boman Irani</i>	6	OCAHO	860	(1996)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	977	(1997)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	863	(1996)
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	(2012)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
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<i>Martha Diaz v. Pacific Maritime Association</i>	9	OCAHO	1108	(2004)
After Government Meets Burden of Proof, Respondent Must Introduce Evidence to Rebut				
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
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<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
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<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	914	(1997)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	914	(1997)
Awareness of Citizenship Status				
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)

## Burden of Production May Shift to Respondent to Controvert Government's Evidence

<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
Burden of Proof				
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	460	(1992)
<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt &amp; Mosle</i>	3	OCAHO	550	(1993)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	419	(1992)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO	144	(1990)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO	430	(1992)
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<i>Juan Francisco Martinez v. Lott Constructors, Inc.</i>	2	OCAHO	323	(1991)
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<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	(1991)



<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
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<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO	457	(1992)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Rafael Prieto v. News World Communications, Inc.</i>	1	OCAHO	177	(1990)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	(1992)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	(1993)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	2	OCAHO	352	(1991)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. A-Plus Roofing, Inc.</i>	1	OCAHO	209	(1990)
<i>United States v. Auburn University</i>	4	OCAHO	662	(1994)
<i>United States v. Basim Aziz Hanna d/b/a Ferris &amp; Ferris Pizza</i>	1	OCAHO	200	(1990)
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	369	(1991)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor</i>	1	OCAHO	81	(1989)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. H&amp;H Saguaro Specialists</i>	10	OCAHO	1144	(2012)
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	1	OCAHO	218	(1990)

<i>United States v. Juan V. Acevedo</i>	1	OCAHO	95	(1989)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	889	(1996)
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO	309	(1991)
<i>United States v. Manos &amp; Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	(2012)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	66	(1989)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO	441	(1992)
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO	314	(1991)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	104	(1989)
<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO	56	(1989)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)
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<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	661	(1994)
<i>United States v. Felipe De Leon-Valenzuela</i>	8	OCAHO	1004	(1998)
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<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO	1140	(2011)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
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<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	3	OCAHO	470	(1992)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1024	(1999)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	(1992)
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*Ashwani Goel v. Indotronic International Corporation*

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4 OCAHO 633 (1994)

## Exhibits

*Juan Manuel Alamprese v. MNSH, Inc.*

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## Factual Allegations Made Only in a Brief or Memorandum Are Not Evidence

*United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging*

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*Anna J. Flores v. Daniel Dry Cleaners*

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4 OCAHO 635 (1994)

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9 OCAHO 1081 (2002)

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5 OCAHO 813 (1995)

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5 OCAHO 778 (1995)

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<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	367	(1991)
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<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	(1996)
<i>United States v. Cafe Camino Real, Inc.</i>	1	OCAHO	224	(1990)
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<i>United States v. Dolly Boman Irani</i>	6	OCAHO	860	(1996)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	512	(1993)
<i>United States v. Kumar</i>	6	OCAHO	833	(1996)
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<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. R &amp; C Tours (Guam), Inc.</i>	2	OCAHO	393	(1989)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Scandia Interiors, Inc.</i>	1	OCAHO	271	(1990)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	245	(1990)
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<i>United States v. Westwind Farms, Inc.</i>	1	OCAHO	171	(1990)
<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO	56	(1989)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	914	(1997)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	914	(1997)

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<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
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<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
<i>United States v. Cafe Camino Real, Inc.</i>	1	OCAHO	224	(1990)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
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<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	977	(1997)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	512	(1993)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	166	(1990)
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<i>United States v. Mr. Z Enterprise</i>	1	OCAHO	288	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	368	(1991)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	297	(1991)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO	191	(1990)
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<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
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<i>Irma Leticia Sosa v. United States Postal Service</i>	1	OCAHO	115	(1989)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	(1993)
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	676	(1994)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)
<i>Yves Nguyen v. ADT Engineering, Inc.</i>	3	OCAHO	489	(1993)
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<i>Carlos Alberto Martinez v. Noah's New York Bagels, Inc.</i>	6	OCAHO	917	(1997)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	568	(1993)

<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt &amp; Mosle</i>	3	OCAHO	550	(1993)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Eden Harrison Adatsi v. Citizens &amp; Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	419	(1992)
<i>Errol Williams v. Lucas &amp; Associates</i>	2	OCAHO	357	(1991)
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO	144	(1990)
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<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO	430	(1992)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	386	(1991)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Jose Jasso v. Danbury Hilton &amp; Towers</i>	3	OCAHO	522	(1993)
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<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
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<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	(1991)
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<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO	457	(1992)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
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<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	(1992)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>United States v. General Dynamics</i>	3	OCAHO	517	(1993)
<i>United States v. Louis Padnos Iron &amp; Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
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<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
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<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	176	(1990)
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<i>United States v. Siwan &amp; Sons, Inc. d/b/a Subway #35029 and Subway #23095</i>	10	OCAHO	1179	(2013)
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<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Bassey J. Udofot v. 88 Vapor Technologies</i>	3	OCAHO	506	(1993)

<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	(1995)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	568	(1993)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	(2012)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Walden Station, Inc.</i>	8	OCAHO	1053	(2000)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)

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<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)

## EX PARTE COMMUNICATION(S)

Generally

<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	384	(1991)
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Pro Se

<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
Protective Order(s)				

<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1079	(2002)
Service				

<i>Chand Wije v. Barton Springs/Edwards Aquifier C.D.</i>	4	OCAHO	645	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	854	(1996)
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
Withdrawal				

<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
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**EXCEPTIONS**

Acting Lawfully Under a Law

<i>Audrey Murtano v. C. R. England, Inc.</i>	9	OCAHO	1116	(2005)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
Generally				

<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. General Dynamics</i>	3	OCAHO	517	(1993)

**EXCESSIVE DOCUMENTS**

Employer Practice(s)

<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
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<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
Generally				
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	437	(1992)
<i>James D. Westendorf v. Brown &amp; Root, Inc.</i>	3	OCAHO	477	(1992)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Acosta, Inc. d/b/a McDonald's</i>	7	OCAHO	961	(1997)
<i>United States v. Louis Padnos Iron &amp; Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)

## EXECUTIVE ORDERS

Generally

<i>United States v. Sizzlin Hot Restaurant</i>	2	OCAHO	395	(1990)
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## FAILURE TO STATE A CLAIM

Discrimination

<i>D'Amico v. Erie Community College</i>	7	OCAHO	948	(1997)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)

Citizenship Status

<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
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Dismissal

<i>Aurelia Forden v. Dr. Lothar Griessbach</i>	5	OCAHO	735	(1995)
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	(1995)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)

<i>Daniel Cavazos v. Wanxiang America Corporation</i>	10	OCAHO	1138	(2011)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	(2012)
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
Document Abuse				
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)
Generally				
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
Document Abuse				
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO	1140	(2011)
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	(2012)
Generally				

<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Susan K. Horst v. Juneau School District City and Borough of Juneau</i>	7	OCAHO	957	(1997)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)
Knowingly Continue to Employ				
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
Retaliation				
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	663	(1994)
Subject Matter Jurisdiction				
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	(2012)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)
Tax Protester				
<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<b>FEDERAL RULES OF CIVIL PROCEDURE</b>				
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
Affirmative Defense(s)				

<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Tropicana Casino &amp; Resort</i>	9	OCAHO	1064	(2001)
Discovery				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	(1996)
<i>United States v. Naim Ojeil &amp; Samoeil Ishk</i>	7	OCAHO	976	(1997)
Dismissal				
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	(1995)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	884	(1996)
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	(1994)
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Tulin E. Mangir v. TRW, Inc.</i>	4	OCAHO	672	(1994)
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
Generally				
<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	196	(1990)
<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	(1990)
<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO	443	(1992)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	(1994)
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)

<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	341	(1991)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>James D. Westendorf v. Brown &amp; Root, Inc.</i>	3	OCAHO	405	(1992)
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	322	(1991)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	306	(1991)
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO	310	(1991)
<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	387	(1991)
<i>United States v. Edith Fine</i>	1	OCAHO	89	(1989)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	293	(1991)
<i>United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant</i>	2	OCAHO	360	(1991)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Farmers Insurance Group of Companies</i>	1	OCAHO	22	(1988)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	331	(1991)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	338	(1991)
<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO	119	(1989)
<i>United States v. Martinez Cleaning Company, Inc. d/b/a Martinez Cleaners</i>	1	OCAHO	121	(1990)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a J.J.L.C.</i>	1	OCAHO	170	(1990)
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
<i>United States v. Naim Ojeil &amp; Samoeil Ishk</i>	7	OCAHO	976	(1997)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)



<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO	441	(1992)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	555	(1993)
<i>United States v. Tropicana Casino &amp; Resort</i>	9	OCAHO	1064	(2001)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO	390	(1991)
May Be Used as a General Guide in Situations Not Provided For by OCAHO or Other Applicable Rules				
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
Motion to Strike				
<i>United States v. BKR Restaurants, LLC d/b/a Burger King</i>	10	OCAHO	1154	(2012)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)
Privilege Claim				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
Sanction (Rule 11)				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
Setting Aside Order				
<i>United States v. Monica Zapata-Cosio</i>	4	OCAHO	685	(1994)
Summary Decision				
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)

<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<b>FEDERAL RULES OF EVIDENCE</b>				
As a Guideline				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
Hearsay				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
Generally				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<b>FEE SHIFTING</b>				
Generally				
<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Jarvis v. AK Steel</i>	7	OCAHO	952	(1997)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
<b>FIELD MANUAL</b>				
Generally				
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO	98	(1989)
<i>United States v. San Ysidro Ranch</i>	1	OCAHO	183	(1990)
<b>FIFTH AMENDMENT</b>				
Affirmative Defense(s)				
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)

<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
Generally				

<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	798	(1995)
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7	OCAHO	999	(1998)
Privilege Claim				

<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	777	(1995)
<i>United States v. Felipe De Leon-Valenzuela</i>	8	OCAHO	1004	(1998)
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	910	(1997)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	903	(1996)

## FILING

Fax Filings Acceptable to Toll Filing Deadline, But Hard Copies Must Be Forwarded Simultaneously

<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
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## FINAL DECISION AND ORDER

Amended Order Does Not Toll Time Period for Filing Request for Review If Changes Are Only Clerical

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263 a	(2015)
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## FINES

Ability to Pay May Be Appropriate Factor to Consider In Assessing the Amount of the Penalty

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)

<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Across-the-Board Enhancement for Presence of Only Some Unauthorized Workers Not Permitted				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
Additional Factors That May Be Considered Are Party's Financials and Statutory Leniency Policy				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
ALJ Can Consider Public Policy of Leniency to Small Entities				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort				
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Penalty				
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach				

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
ALJ Not Bound by ICE's Method of Calculating Penalties				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
An Employer Demonstrates Bad Faith by Paying Unauthorized Workers in Cash Under the Table				
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)
Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
Certain Statutory Factors May Be More Compelling Than Others in the Context of a Specific Case				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Change of Corporate Ownership After a Violation Does Not Affect History of Violations Factor				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Civil Money Penalty				
<i>United States v. El Azteca Dunkirk, Inc.</i>	10	OCAHO	1172	(2013)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)

<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Fowler Equipment Company, Inc.</i>	10	OCAHO	1169	(2013)
<i>United States v. Giambli Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	887	(1996)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank &amp; Stein</i>	5	OCAHO	756	(1995)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
Generally				
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
Company Tax Losses Do Not Necessarily Establish Poor Financial Condition or Inability To Pay				
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Deliberate Violation of Multiple Laws Governing Employer Conduct Merits Maximum Penalty				
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)
Difference in Seriousness of Violations May Be Reflected in the Final Penalty				
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)

<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Employer Knowledge of Employee's Unauthorized Status Not Necessary to Enhance Fine				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Employer's Previous Receipt of a Warning Notice Does Not Constitute History of Previous Violations				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Enhancement Factor Based on Whether Specific Individual was Unauthorized				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Excessive				
<i>United States v. A&amp;J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Fowler Equipment Company, Inc.</i>	10	OCAHO	1169	(2013)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)

<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
<i>United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant</i>	10	OCAHO	1194	(2013)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	878	(1996)
Excessive Fines Clause of Eighth Amendment Applies to Fines That Are Punitive				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Failure to Complete I-9 Within Three Business Days is Serious Violation				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Failure to Prepare Form I-9 Among Most Serious Paperwork Violations				
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Failure to Prepare I-9 Among Most Serious Paperwork Violations				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)



<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Prepare I-9 More Serious Than Paperwork Violations				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Failure to Present I-9 Forms Due to Loss Is Still a Serious Violation				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Properly Complete I-9 Less Serious Than Failure to Present I-9				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9				
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Generally				
<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO	494	(1993)
<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	(1996)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)

<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)

Good Faith Assessment Looks Primarily at Steps Employer Took Before Notice of Inspection

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)

Government Bears Burden of Proving Penalty and Aggravating Factor by Preponderance of Evidence

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)

Government Bears the Burden of Proof on Penalty and Aggravating Factors

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)

<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Government Has Burden of Proof On Fines and Aggravating Factors				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
Government Must Prove Aggravating Factor by Preponderance of Evidence				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
ICE Fine Guidelines Have No Binding Effect on OCAHO				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
If 5 Factors Considered, Statute Neither Mandates Nor Precludes Mathematical Formula to Set Fine				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations				

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Leniency Toward Small Entities				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
Mitigation				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Giambli Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	825	(1995)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)

No Deterrent Effect When Employer Is No Longer in Business

*United States v. Leed Construction, Megan Burkholder*

11 OCAHO 1237 (2014)

Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized

*Margarita Garcia Ocana v. El Dorado Stone, LLC*

11 OCAHO 1244 (2015)

*United States v. Liberty Packaging, Inc.*

11 OCAHO 1245 (2015)

*United States v. Natural Environmental, Inc.*

10 OCAHO 1197 (2013)

*United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging*

11 OCAHO 1253 (2015)

*United States v. SKZ Harvesting, Inc.*

11 OCAHO 1266 (2016)

Notices of Discrepancies or Suspect Documents Do Not Alone Prove Employee Is Unauthorized

*United States v. Romans Racing Stables, Inc.*

11 OCAHO 1230 (2014)

OCAHO ALJs May Review Penalty Assessments De Novo

*United States v. Buffalo Transportation, Inc.*

11 OCAHO 1263 (2015)

*United States v. Hair U Wear, LLC*

11 OCAHO 1268 (2016)

*United States v. Wave Green, Inc. d/b/a Golden Farm Market*

11 OCAHO 1267 (2016)

OCAHO Has No Authority to Dictate Methods Other Agency Uses to Assess Fine

*United States v. Senox Corporation*

11 OCAHO 1219 (2014)

OCAHO May Examine ICE Fine de novo

*United States v. Senox Corporation*

11 OCAHO 1219 (2014)

Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive

*United States v. Employer Solutions Staffing Group II, LLC*

11 OCAHO 1242 (2015)

Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

Penalties Near Maximum Should Be Reserved for Most Egregious Violations

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. M &amp; D Masonry, Inc.</i>	10	OCAHO	1211	(2014)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)

Penalties Should Deter Future Violations Without Being Unduly Punitive

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Penalties Should Have a Deterrent Effect and Not Be Merely a Cost of Doing Business				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Penalties Should Not Be Disproportionate to Employer's Revenue				
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Principal Goal Is To Enhance Probability of Future Compliance				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Prophylactic Purpose Best Served When Penalty Is Significant Enough to Prompt Change of Behavior				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Proportionality is Critical in Setting Penalties				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)

<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Purpose is to Deter Repeat Violations and Encourage Others to Comply				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Purposes of Fines Are To Deter Future Violations & Encourage Compliance w/Verification Procesures				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Reasonableness Based On Record As Whole and Statutory Factors in Particular				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Seriousness of Violation Evaluated on Continuum Because Not All Violations Are Equally Serious				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Should Deter Future Violations Without Being Unduly Punitive				



<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Size of Business Did Not Necessitate Further Mitigation of Civil Penalty				
<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
Social Security Mismatch Does Not Establish That a Particular Individual is Unauthorized for Employment				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Statute Does Not Prohibit Consideration of Unenumerated Factors				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
Statute Does Not Require That Equal Weight Be Given Each of the Five Statutory Factors				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Statute Does Not Require That Equal Weight Be Given Enumerated Factors Nor Rule Out Other Factors				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)

<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Statute Does Not Require That Equal Weight Be Given to Each Required Penalty Factor				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Statute Does Not Rule Out Consideration of Unenumerated Factors				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)
There Is No Sole Permissible Method for Calculating Penalties				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
There Must Be Rational Relationship Between Magnitude of Offense and Penalty				
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)

Violations Evaluated on a Continuum Because Not All Violations are Equally Serious

*United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites* 11 OCAHO 1218 (2014)  
Weight of Each Statutory Factor Depends on Facts of Each Case

*United States v. Golf International d/b/a Desert Canyon Golf* 11 OCAHO 1222 (2014)  
Where A Violation is Found, The Act Does Not Provide for Waiver of Penalty

*United States v. Hair U Wear, LLC* 11 OCAHO 1268 (2016)

*United States v. Wave Green, Inc. d/b/a Golden Farm Market* 11 OCAHO 1267 (2016)

**FORGED DOCUMENTS**

Generally

*United States v. Armando Alvarez-Suarez* 6 OCAHO 862 (1996)

*United States v. Hardeep Singh* 3 OCAHO 520 (1993)

*United States v. Maria Sourovova* 8 OCAHO 1020 (1998)

*United States v. Mireya Pedraza-Guzman* 5 OCAHO 792 (1995)

**FORM I-9**

*United States v. H&H Saguaro Specialists* 10 OCAHO 1147 (2012)  
A Birth Certificate is Not a Valid List B Document That Establishes Identity

*United States v. Monadnock Mountain Spring Water, Inc.* 10 OCAHO 1193 (2013)  
Compliance

*United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant* 5 OCAHO 729 (1995)

*United States v. Burns and Intra-Continental Enterprises* 5 OCAHO 768 (1995)

*United States v. Corporate Loss Prevention Associates, Ltd.* 6 OCAHO 908 (1997)

<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Giambli Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. R&amp;M Fashion, Inc.</i>	6	OCAHO	826	(1995)
<i>United States v. Seven Elephants Distributing Corp.</i>	10	OCAHO	1173	(2013)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
<i>United States v. Vogue Pleating, Stitching &amp; Embroidery Corporation</i>	5	OCAHO	782	(1995)
<i>United States v. Walden Station, Inc.</i>	8	OCAHO	1053	(2000)

#### Document Abuse

<i>Daniel DeNardo v. WH Smith USA Travel</i>	9	OCAHO	1080	(2002)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)

#### Document Fraud

<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)

#### Employee's Failure to Check a Box in Section 1 Attesting to Status is a Serious Violation

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
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<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Monadnock Mountain Spring Water, Inc.</i>	10	OCAHO	1193	(2013)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Employee's Failure to Check Box Attesting to Status or Sign Section 1 is a Substantive Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Employer Must Attest to Examination of Section 2 Documents				
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Employer Must Ensure Employee Completes and Signs Form I-9 Section 1 On Date of Hire				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Employer's Completion of Section 3 In Lieu of Section 2 Constitutes Substantive Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Employer's Failure to Ensure Employee Properly Completes Form I-9 Section 1 is Serious Violation				
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Employer's Failure to Sign Form I-9 Section 2 Is A Very Serious Violation				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Employers Not At Liberty to Create Own Alternative Employment Eligibility Verification Systems				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Failure to Attest to Examination of Section 2 Documents is Serious Substantive Violation				

<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Failure to Complete I-9 Within Three Business Days is Serious Violation				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Failure to Complete or Sign Section 2 Employer Verification Constitutes Substantive Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Failure to Ensure Employee Enters Alien Number in Section 1 Constitutes Serious Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
Failure to Ensure Employee Signs Section 1 Is A Serious Violation				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Failure to Ensure Employee Timely Completes Section 1 Constitutes Serious Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Failure to Enter Required Document Information in Section 2 Constitutes Serious Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Failure to Prepare Form I-9 Among Most Serious Paperwork Violations				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Failure to Prepare Form I-9 Subverts the Purpose of the Employment Verification Requirements				

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Failure to Properly Complete Section 2 of the Form I-9 is a Serious Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
Generally				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. David Segura-Sataray</i>	4	OCAHO	703	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Harran Transportation Company, Inc.</i>	6	OCAHO	857	(1996)
<i>United States v. Leticia Cruz-Mandoza</i>	5	OCAHO	750	(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Simon Osagie Iyawo</i>	5	OCAHO	744	(1995)
I-9 Section 3 To Be Used Only for Reverification After Section 2 is Properly Completed At Hire				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
No Substitute for Proper Completion of Form I-9				

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Retention Requirement for Former Employees				

<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	(2012)
The Longer the Delay In Preparing a Form I-9, The More Serious the Violation				

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Timely Prepared If Section 1 Completed at Hire and Section 2 Within Three Days of Hire				

<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1228	(2014)
Use of Section 3 of Form I-9 Only Proper If Employee Is Rehired or Work Authorization Expires				

<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
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**FOURTH AMENDMENT**

Consent

<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
DHS's Identification of Respondent for an Enforcement Audit Not Suppressible in OCAHO Proceedings				

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
Evidence Obtained Through Egregious Actions by DHS Officials May Be Suppressed				

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
Exclusionary Rule				

<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
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<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
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<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 a	(2016)
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<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	909	(1997)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	909	(1997)
Generally				
<i>United States v. C&amp;K Metals, Inc. a/k/a Leach Cast &amp; Steel, Inc.</i>	6	OCAHO	845	(1996)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
Identity of a Respondent in Civil Proceedings is Never Itself Suppressible				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
Identity of Sovereign Who Seizes Evidence Relevant in Assessing Deterrent Effect of Exclusion				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 a	(2016)
Suppression of Evidence Should Provide Substantial Deterrent to Unlawful Police Action at Issue				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
<b>GOOD CAUSE</b>				
Generally				
<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	(2012)
<i>United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor</i>	1	OCAHO	81	(1989)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	187	(1990)
<i>United States v. Michael's Greek Village, Limited and Michael Lotsis, Jointly and Severally</i>	1	OCAHO	86	(1989)
<i>United States v. Nu Line Fashions, Inc.</i>	1	OCAHO	147	(1990)
<i>United States v. Shine Auto Service</i>	1	OCAHO	70	(1989)
<i>United States v. Shine Auto Service</i>	1	OCAHO	94	(1989)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	35	(1988)
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO	505	(1993)
<b>GOOD FAITH</b>				

Absence of Good Faith Shown Where Employer Enters False Hire Dates on Multiple I-9 Forms

*United States v. Durable, Inc.*

11 OCAHO 1229 (2014)

Absence of Good Faith Where Employer Fails to Ascertain and Conform Conduct to Legal Obligations

*United States v. Durable, Inc.*

11 OCAHO 1229 (2014)

Certification(s)

Production

*United States v. Allen Holdings, Inc.*

9 OCAHO 1059 (2000)

Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government

*Margarita Garcia Ocana v. El Dorado Stone, LLC*

11 OCAHO 1244 (2015)

*United States v. Liberty Packaging, Inc.*

11 OCAHO 1245 (2015)

Deliberate Falsification of Information in Section 2 of Form I-9 Does Not Indicate Good Faith

*Margarita Garcia Ocana v. El Dorado Stone, LLC*

11 OCAHO 1244 (2015)

*United States v. Liberty Packaging, Inc.*

11 OCAHO 1245 (2015)

Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith

*United States v. Durable, Inc.*

11 OCAHO 1231 (2014)

Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct

*Margarita Garcia Ocana v. El Dorado Stone, LLC*

11 OCAHO 1244 (2015)

*United States v. Liberty Packaging, Inc.*

11 OCAHO 1245 (2015)

Generally

*United States v. Alberta Sosa, Inc.*

6 OCAHO 831 (1996)

*United States v. Continental Sports Corporation*

5 OCAHO 799 (1995)

*United States v. De Luca's Market*

8 OCAHO 1039 (1999)

<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1072	(2001)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO	1143	(2012)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
Good Faith Affirmative Defense Only Available for Technical/Procedural Violations				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Good Faith Shown When Employer Makes Effort to Ascertain and Conform to its Legal Obligations				
<i>United States v. M &amp; D Masonry, Inc.</i>	10	OCAHO	1211	(2014)
Good Faith Standard has Subjective Components				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
It Is Not Objectively Reasonable to Knowingly Create False Attestations in Section 2 of Form I-9				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
No Error in Finding That Pre-signing I-9 Forms in Batches Is Not Consistent with Good Faith				

<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
Requires Assessment of Whether Employer Honestly Exercised Reasonable Care and Diligence				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<b>GOOD FAITH DEFENSE</b>				
Defense Only Available for Technical or Procedural - Not Substantive - Violations				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
Good Faith Defense Does Not Apply to Substantive Violations				
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
Good Faith Defense Only Available for Technical/Procedural Violations				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247 a	(2015)
<b>HEARING(S)</b>				
Abandonment				
<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO	598	(1994)
<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	(1993)
<i>Troncoso v. Ferlin Service Industries</i>	1	OCAHO	110	(1989)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1177	(2013)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	473	(1992)
Bifurcation				
<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	781	(1995)
Consolidation				

<i>Elodia Guzman v. Yakima Fruit &amp; Cold Storage</i>	9	OCAHO	1063	(2000)
Evidence				
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
Generally				
<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO	598	(1994)
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
Jury Trial				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	623	(1994)
Permissive Joinder				
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
Prehearing Order				
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
Representation				
<i>Alberto Izquierdo v. Victoria Nursing &amp; Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	888	(1996)
Request for a Hearing				
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	698	(1994)
<i>United States v. Kanon Associated Services, Inc.</i>	5	OCAHO	800	(1995)
<i>United States v. R&amp;M Fashion, Inc.</i>	6	OCAHO	826	(1995)
Waiver of Evidentiary Hearing				

*Ironsi C. Ndusorouwa v. Prepared Foods, Inc.*

1 OCAHO 192 (1990)

*United States v. Marcos Iniguez-Casillas*

8 OCAHO 1001 (1998)

## HEARSAY EVIDENCE

Generally

*United States v. David Jenkins*

5 OCAHO 743 (1995)

*United States v. Mohammed Noorealam*

5 OCAHO 753 (1995)

*United States v. Sunshine Building Maintenance, Inc.*

7 OCAHO 997 (1998)

Hearsay Is Freely Admissible in Administrative Proceeding if Probative and Reliable

*United States v. Jalisco's Bar and Grill, Inc.*

11 OCAHO 1224 (2014)

Summary Decision

*Celia Simon v. Ingram Micro, Inc.*

9 OCAHO 1088 (2003)

*United States v. China Wok Restaurant, Inc., a Nebraska Corporation*

4 OCAHO 608 (1994)

*United States v. Snack Attack Deli, Inc.*

10 OCAHO 1137 (2010)

## HIRE

Definition

*Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm*

9 OCAHO 1115 (2005)

*United States v. David Jenkins*

4 OCAHO 649 (1994)

## IMMIGRATION AND NATURALIZATION SERVICE/IMMIGRATION AND CUSTOMS ENFORCEMENT

Civil Money Penalty

*United States v. Riverboat Delta King, Inc.*

5 OCAHO 738 (1995)

*United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations*

4 OCAHO 625 (1994)

*United States v. Williams Produce, Inc.*

5 OCAHO 730 (1995)

Compliance with Employer Sanctions

Technical or Procedural Verification Failures				
<i>United States v. Forsch Polymer Corporation</i>	10	OCAHO	1156	(2012)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1071	(2001)
Confidential Informant(s)				
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
Fifth Amendment				
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
Generally				
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. Earl &amp; Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO	687	(1994)
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	(1994)
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO	847	(1996)
Handbook for Employers				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
Misconduct				
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
Recruitment				
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<b>IMMUNITY</b>				
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
Transactional				

<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
Use				
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
<b>INDEPENDENT INVESTIGATIONS</b>				
Generally				
<i>In re Investigation of Wal-Mart Distribution Center, Subpoena</i>	5	OCAHO	788	(1995)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
<b>INSPECTION</b>				
Form I-9				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO	847	(1996)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
Generally				
<i>United States v. Bayley's Quality Seafoods, Inc.</i>	1	OCAHO	238	(1990)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Citizens Utilities Company, Inc., Telephone Division</i>	1	OCAHO	161	(1990)
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<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	112	(1989)
<i>United States v. Townsend Culinary, Inc.</i>	8	OCAHO	1032	(1999)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)

#### Jurisdiction

<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)

#### Limitation(s)

<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	547	(1993)

<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Eden Harrison Adatsi v. Citizens &amp; Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	375	(1991)
<i>Syed Fayyaz v. The Sheraton Corporation</i>	1	OCAHO	152	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Memorandum of Understanding (MOU)				
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)
National Origin				
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman &amp; CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	(1995)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Robert S. Mathews v. Goodyear Tire &amp; Rubber Company</i>	7	OCAHO	929	(1997)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
National Origin Claim(s)				

<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	(1990)
<i>Bassey J. Udofot v. General Electric Company, Astro-Space Division</i>	1	OCAHO	205	(1990)
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Ching Hua Huang v. United States Postal Service</i>	2	OCAHO	313	(1991)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	392	(1991)
<i>Drahamira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Errol Williams v. Lucas &amp; Associates</i>	1	OCAHO	254	(1990)
<i>Errol Williams v. Touche Ross &amp; Company d/b/a Deloitte &amp; Touche</i>	1	OCAHO	222	(1990)
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)
<i>George Suchta v. United States Postal Service</i>	2	OCAHO	327	(1991)
<i>Hector Cascante v. Kayak Club</i>	1	OCAHO	223	(1990)
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO	144	(1990)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jairo Diaz v. Canteen Corporation</i>	2	OCAHO	332	(1991)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	386	(1991)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	663	(1994)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	(1991)
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO	767	(1995)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	628	(1994)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)

<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	(1996)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	375	(1991)
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO	916	(1997)
National Origin Jurisdiction				
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
OCAHO Lacks Jurisdiction Over Claims Arising Under 42 U.S.C. 1981				
<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	(2015)
Office of Special Counsel Investigation(s)				
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1049	(2000)
<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
Original				
Citizenship Status				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
Persons Protected				
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)

<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	6	OCAHO	880	(1996)
Temporary Protected Status				
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
Retaliation				
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	(1995)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
Sovereign				
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	689	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	689	(1994)
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>Massala Prince Reffell v. Prairie View A&amp;M University</i>	9	OCAHO	1057	(2000)
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	869	(1996)
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	915	(1997)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville</i>	6	OCAHO	881	(1996)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. Auburn University</i>	4	OCAHO	688	(1994)
Subject Matter Jurisdiction				
<i>Cormia v. Home Care Giver Services</i>	10	OCAHO	1160	(2012)
<i>D'Amico v. Erie Community College</i>	7	OCAHO	948	(1997)

<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Massala Prince Reffell v. Prairie View A&amp;M University</i>	9	OCAHO	1057	(2000)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Robert S. Mathews v. Goodyear Tire &amp; Rubber Company</i>	7	OCAHO	929	(1997)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1042	(2000)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1054	(2000)
Subpoena				
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	(2004)
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO	754	(1995)
Subsequent to Final Order				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)
Tax Protester				
<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)



<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)
Temporary Protected Status (TPS)				
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
Time Computation(s)				
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Auburn University</i>	4	OCAHO	602	(1994)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
Time Limitation(s)				
<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Julian Sahagun v. Bend-Pack, Inc.</i>	5	OCAHO	809	(1995)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	5	OCAHO	726	(1995)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	(1996)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)

## KNOWING USE

Generally

<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	905	(1996)
<i>United States v. Maria Sourovova</i>	8	OCAHO	1020	(1998)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)

#### **KNOWINGLY CONTINUE TO EMPLOY**

##### Generally

<i>United States v. Aid Maintenance Company, Inc.</i>	8	OCAHO	1023	(1999)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)

#### **KNOWINGLY HIRE**

##### Admission(s)

<i>United States v. Valencia Bar &amp; Liquors, Inc.</i>	7	OCAHO	995	(1998)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

##### Civil Money Penalty

<i>United States v. Morgan's Mexican &amp; Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
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##### Defense(s)

<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

##### Employment Eligibility

<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
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##### Generally

<i>United States v. Aid Maintenance Company, Inc.</i>	8	OCAHO	1023	(1999)
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Giambli Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Irma Hernandez</i>	8	OCAHO	1043	(2000)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Saeed Rahimzadeh Corporation</i>	3	OCAHO	551	(1993)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO	370	(1991)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

#### Good Faith Defense

<i>United States v. Valencia Bar &amp; Liquors, Inc.</i>	7	OCAHO	995	(1998)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

#### KNOWLEDGE

##### Constructive Knowledge

<i>United States v. Aid Maintenance Company, Inc.</i>	7	OCAHO	951	(1997)
<i>United States v. American McNair, Inc.</i>	1	OCAHO	285	(1991)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Basim Aziz Hanna d/b/a Ferris &amp; Ferris Pizza</i>	1	OCAHO	200	(1990)
<i>United States v. C&amp;D Plastics, Inc.</i>	1	OCAHO	240	(1990)
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	66	(1989)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	3	OCAHO	427	(1992)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
Degree of Culpability for Constructive Knowledge Requires More Than Mere Negligence				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Employer Chargeable With Such Knowledge As Reasonable Inquiry Would Have Revealed				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)

## Employer Not Entitled to Cultivate Deliberate Ignorance or Avoid Acquiring Knowledge

<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Generally				
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	(1992)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
<i>United States v. Honorio Carmona-Anica</i>	5	OCAHO	770	(1995)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	914	(1997)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	914	(1997)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	889	(1996)
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO	288	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. The Body Shop</i>	1	OCAHO	149	(1990)
<i>United States v. USA Café</i>	1	OCAHO	429	(1989)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	198	(1990)
Imputed Knowledge				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
Knowing Hire				

<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Summary Decision				

<i>United States v. Felipe De Leon-Valenzuela</i>	7	OCAHO	993	(1998)
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<i>United States v. Haim Co., Inc.</i>	7	OCAHO	988	(1998)
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#### LABOR CERTIFICATION

U.S. Worker Cannot Be Rejected Based on Criteria Not Listed in Job Order

<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
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U.S. Worker Must Be Considered Qualified If Minimum Requirements of Job Order Are Met

<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
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<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
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#### LEGISLATIVE HISTORY

Disparate Treatment

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
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Document Abuse

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
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Generally

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
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<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
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<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
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<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
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<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
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#### LIABILITY

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1100	(2003)
Citizenship Status Discrimination				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
Final Order				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1100	(2003)
Continuing Violation(s)				
<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	(1997)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	940	(1997)
Co-Owners of an Enterprise are Jointly and Severally Liable				
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)
Corporate Veil				
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
Corporation(s)				
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	780	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
Employer Cannot Avoid Liability by Submitting I-9s After the Deadline Unless Extension is Granted				

<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Employers Are Routinely Held Liable for Acts of the Authorized Agents				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Failure to Complete I-9 Form for Employee Who Works Fewer Than Three Business Days				
<i>United States v. A&amp;J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
Failure to Produce I-9 Form for Individual Whose Name is Not Listed on Employer's Records				
<i>United States v. A&amp;J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
Generally				
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
Individual Capacity				
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
Paperwork Requirement(s)/Violation(s)				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)



<i>United States v. R&amp;M Fashion, Inc.</i>	6	OCAHO	826	(1995)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
Personal				
<i>United States v. Blueberry Hill Family Restaurant, Inc.</i>	4	OCAHO	704	(1994)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	780	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
Substantial Compliance				
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
Successorship Liability				
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	8	OCAHO	1003	(1998)
Summary Decision				
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B &amp; F Golf Services, Inc.</i>	6	OCAHO	851	(1996)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)

## MEMORANDUM OF UNDERSTANDING (MOU)

Equal Employment Opportunity Commission

<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
Office of Special Counsel				
<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)
<b>MIRANDA-TYPE WARNINGS</b>				
Generally				
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<b>MITIGATION</b>				
ALJ is Not Required to Specify Exactly How Much Overall Penalty Was Reduced for Each Factor				
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
Back Pay				
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. Acosta, Inc. d/b/a McDonald's</i>	7	OCAHO	961	(1997)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
Civil Money Penalty				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)

<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Giambilis Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank &amp; Stein</i>	5	OCAHO	756	(1995)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	825	(1995)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)

#### Education

<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
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#### Employment Authorization

<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
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#### Entitlement

<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)

<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Louis Padnos Iron &amp; Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Monfort, Inc.</i>	4	OCAHO	597	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Form I-9				
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
Generally				
<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO	494	(1993)
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. Central Nebraska Packing, Inc.</i>	4	OCAHO	714	(1994)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)

<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)

Good Faith Defense

<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	(1995)
<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	4	OCAHO	717	(1994)
<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	5	OCAHO	752	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)

<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)
Ignorance of Statutory Requirements				
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
Ignorance of Statutory Requirements Does Not Amount to Showing of Good Faith				
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
Illegal Alien(s)				
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
<i>United States v. Giamblis Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
Injunctive Relief				
<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	196	(1990)
<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	(1990)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	148	(1990)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
Instruction Given to Respondent to Refrain from Backdating Put Respondent on Notice of Prohibition				

<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
Mitigation				
<i>Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO	304	(1991)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)
Monetary Damages				
<i>Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO	304	(1991)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Juan Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO	340	(1991)
Back Pay				
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Louis Padnos Iron &amp; Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	169	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	486	(1993)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
Duty to Mitigate				
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Front Pay				
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	169	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
Reduction				
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Previous Violation(s)				
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
Reinstatement				
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)



<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)
Seriousness of Violation(s)				

<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
Size of Business				

<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
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<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
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<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
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<i>United States v. MEMF, LLC d/b/a Black &amp; Blue Steak &amp; Crab - Buffalo</i>	10	OCAHO	1170	(2013)
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<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
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<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
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<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
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<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
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<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
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## MODIFICATION

Generally

<i>United States v. Danny Mathis d/b/a Mathis Maspori</i>	5	OCAHO	752	(1995)
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<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
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<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	(1994)
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<i>United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasquez</i>	5	OCAHO	732	(1995)
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<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
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<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
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<i>United States v. Mohammed Noorealam</i>	5	OCAHO	797	(1995)
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<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
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<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	312	(1991)
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<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
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<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
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<i>United States v. Maria Celia Aispuro-Nunez</i>	5	OCAHO	745	(1995)
<i>United States v. Mark's Electrical Contracting Corporation</i>	4	OCAHO	641	(1994)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	657	(1994)

*United States v. Midtown Fashion, Inc.*

4 OCAHO 665 (1994)

*United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels*

3 OCAHO 589 (1993)

## **MOTIONS TO COMPEL**

General, Conclusory Assertion of Irrelevance, Overbreadth or Undue Burden Insufficient Objection

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express*

11 OCAHO 1220 (2014)

*United States v. Employer Solutions Staffing Group II, LLC*

11 OCAHO 1234 (2014)

Must Include Nature of Request, Objections, Arguments, and Good Faith Attempt to Resolve

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express*

11 OCAHO 1220 (2014)

*United States v. Durable, Inc.*

11 OCAHO 1221 (2014)

*United States v. Employer Solutions Staffing Group II, LLC*

11 OCAHO 1234 (2014)

Objections & Reasons Must Be Stated in Discovery Response, Not Only in Opposing Motion to Compel

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express*

11 OCAHO 1220 (2014)

*United States v. Employer Solutions Staffing Group II, LLC*

11 OCAHO 1234 (2014)

Opposing Party Bears Burden of Persuasion

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express*

11 OCAHO 1220 (2014)

Opposing Party Must Specify Objections and Demonstrate That Objections Are Justified

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express*

11 OCAHO 1220 (2014)

Whether and When Individual Was Employed Relevant to Whether Employer Had Duty to Retain I-9

*United States v. Employer Solutions Staffing Group II, LLC*

11 OCAHO 1234 (2014)

## **NATIONAL ORIGIN**

*Kevin Raffay v. Western Digital*

10 OCAHO 1159 (2012)

## Claims Against Employers With Fifteen or More Employees Not Within Scope of Section 1324b

<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	(2015)
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)

## Claims Against Employers With Fifteen or More Employees Should Be Referred to EEOC

<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	(2015)
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)

## Jurisdiction

<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Christine Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.</i>	8	OCAHO	1005	(1998)
<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman &amp; CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	(2012)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	(1995)
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO	767	(1995)

<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
<i>Robert S. Mathews v. Goodyear Tire &amp; Rubber Company</i>	7	OCAHO	929	(1997)
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO	916	(1997)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)

## NOTICE

### Appearance

<i>Johnson v. Florida Power Corporation</i>	7	OCAHO	981	(1997)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	334	(1991)
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO	132	(1990)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	(1989)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway</i>	3	OCAHO	485	(1993)
<i>United States v. Mourad Abu Remileh</i>	4	OCAHO	680	(1994)

### Bifurcation

<i>United States v. Mid-Island Jericho Motel, Inc. d/b/a Ramada Inn</i>	3	OCAHO	468	(1992)
Separate Proceeding to Assess Civil Penalties				
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)

### Completion of I-9 after Notice of Inspection

<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	(2013)
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### Generally

<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
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<i>United States v. Big Bear Market</i>	1	OCAHO	49	(1989)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	514	(1993)
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO	132	(1990)
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO	446	(1992)
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO	847	(1996)
<i>United States v. Jupiter Crab Company Restaurant</i>	1	OCAHO	6	(1988)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. Marcos Iniguez-Casillas</i>	8	OCAHO	1001	(1998)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	198	(1990)
Hearing(s)				
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	512	(1993)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	665	(1994)
<i>United States v. Sea Dart Trading Corporation</i>	2	OCAHO	336	(1991)
Inspection				
<i>United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall</i>	2	OCAHO	353	(1991)
<i>United States v. Earl &amp; Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO	687	(1994)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
Legal Rights				
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)



## Letter of Determination

<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)

## Notice of Inspection

<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Citizens Utilities Company, Inc., Telephone Division</i>	1	OCAHO	161	(1990)
<i>United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts</i>	1	OCAHO	54	(1989)
<i>United States v. Manos &amp; Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)

## Notice of Subpoena

<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	302	(1991)

## Respondent

<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
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## Service

<i>United States v. Honorio Carmona-Anica</i>	5	OCAHO	770	(1995)
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## Statute of Limitations

<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
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## Subpoena

<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	428	(1992)
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO	754	(1995)

## Summary Decision

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
Duty to Pro Se Party				
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
Telephonic Conference(s)				
<i>United States v. Jupiter Crab Company Restaurant</i>	1	OCAHO	6	(1988)
Ten Day Notice Rule				
<i>United States v. Auburn University</i>	3	OCAHO	564	(1993)
<i>United States v. Frank's Meat Company, a Sole Proprietorship</i>	3	OCAHO	513	(1993)
<b>OFFICE OF SPECIAL COUNSEL</b>				
Charge				
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1031	(1999)
<i>Elodia Guzman v. Yakima Fruit &amp; Cold Storage</i>	9	OCAHO	1066	(2001)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
Citizenship Status				
<i>Frank Farzin Nickman v. Mesa Air Group</i>	9	OCAHO	1113	(2004)
Civil Money Penalty				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	(1994)

<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
Complaint				
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
Document Abuse				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
Ex Parte Communication(s)				
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
Filing of EEOC Charge Does Not Toll Limitations Period for Filing of OSC Charge				
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
Filing of EEOC Charge Is Not A Condition Precedent to Filing of OSC Charge				
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
Generally				
<i>Alexsandr Yakubson v. Effective Security</i>	6	OCAHO	858	(1996)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	484	(1993)
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>United States v. McDonnell Douglas Corporation</i>	3	OCAHO	507	(1993)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
Intervenor				

<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	810	(1995)
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
Investigation(s)				
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1049	(2000)
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
Investigatory Period				
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1048	(2000)
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
Jurisdiction				
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
Complaint(s)				
<i>United States v. IBP, Inc.</i>	7	OCAHO	900	(1997)
Letter of Determination				
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. IBP, Inc.</i>	7	OCAHO	900	(1997)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)

<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Memorandum of Understanding (MOU)				
<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)
Notification				
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
OSC, A Separate and Distinct Party, Can Pursue Complaint-In-Intervention Without Charging Party				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
Pattern or Practice				
<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	(1994)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Public Notice				
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1012	(1998)
Retaliation				
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO	837	(1996)
Sanctions				

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
Settlement				

<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
Statute of Limitations				

<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1028	(1999)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Subpoena				

<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	(1995)
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	(2004)
<i>In re Investigation of Norfolk Public Schools, Subpoena</i>	4	OCAHO	621	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
Withdrawal				

<i>United States v. Auburn University</i>	4	OCAHO	662	(1994)
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# OFFICE OF SPECIAL COUNSEL INVESTIGATIONS

Investigations on OSC's Own Initiative May Occur Where There Is No Underlying Charge

<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
OCAHO Lacks Authority to Regulate OSC's Prosecutorial Discretion				

<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
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OSC May Investigate On Its Own Initiative Where It Receives DHS Referral

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)  
Plain reading of OCAHO Rules Does Not Divest OSC of Authority to File Complaint Based on Referral

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)

**ORDER(S)**

Amended

*United States v. Felipe, Inc.* 1 OCAHO 99 (1989)  
*United States v. Felipe, Inc.* 1 OCAHO 101 (1989)  
*United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant* 1 OCAHO 46 (1989)  
*United States v. Marcel Watch Corporation* 1 OCAHO 169 (1990)  
Amended Order Does Not Toll Time Period for Filing Request for Review If Changes Are Only Clerical

*United States v. Buffalo Transportation, Inc.* 11 OCAHO 1263 a (2015)  
Certification(s)

*United States v. Pedro Dominguez* 6 OCAHO 876 (1996)  
Clarification

*Marcos Valencio v. VASP Brazilian Airlines* 5 OCAHO 740 (1995)  
*United States v. Monfort, Inc.* 4 OCAHO 597 (1994)  
*United States v. Patrol & Guard Enterprises, Inc.* 8 OCAHO 1052 (2000)  
Compel Discovery

*Dinko Sefic v. Marconi Wireless* 9 OCAHO 1125 (2007)  
*Iron Workers Local 455 v. Lake Construction & Development Corporation* 7 OCAHO 964 (1997)  
*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1087 (2002)

<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	(1992)
<i>United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant</i>	3	OCAHO	544	(1993)
<i>United States v. Marvlee, Inc.</i>	5	OCAHO	728	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO	560	(1993)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
Consent				
<i>United States v. IBP, Inc.</i>	5	OCAHO	766	(1995)
<i>United States v. Westin Galleria &amp; Westin Oaks Hotel</i>	4	OCAHO	701	(1994)
Denial of Review				
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	259	(1990)
Discovery				
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	802	(1995)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	613	(1994)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
Dismissal				
<i>Elodia Guzman v. Yakima Fruit &amp; Cold Storage</i>	9	OCAHO	1066	(2001)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)
Pro Se				
<i>Elizabeth A. Kalil v. Utica City School District</i>	9	OCAHO	1101	(2003)
Errata/Erratum				
<i>Ahmad S. Elhajomar v. City and County of Honolulu</i>	1	OCAHO	248	(1990)
<i>Cristina Escalante v. California Commerce Bank</i>	1	OCAHO	65	(1989)



<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	140	(1990)
<i>Martha Navarro Mata v. Bear Creek Production Company</i>	1	OCAHO	241	(1990)
<i>Rafael Prieto v. News World Communications, Inc.</i>	1	OCAHO	177	(1989)
<i>Rafael Prieto v. News World Communications, Inc.</i>	1	OCAHO	178	(1990)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	118	(1989)
<i>Syed Fayyaz v. The Sheraton Corporation</i>	1	OCAHO	153	(1990)
Extension of Time				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
Final Order				
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	(1989)
<i>United States v. Danny Mathis d/b/a Mathis Maspor</i>	5	OCAHO	752	(1995)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
Generally				
<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	(1994)
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<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	829	(1995)
<i>United States v. Power Operating Company</i>	3	OCAHO	561	(1993)
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<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	731	(1995)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
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<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO	119	(1989)
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<i>United States v. Bubble Fashions Company, Inc. d/b/a Hi-Tide Fashions</i>	2	OCAHO	355	(1991)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	(1992)
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO	132	(1990)
<i>United States v. Flat Knitting Mills Company, Inc.</i>	2	OCAHO	317	(1991)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	681	(1994)
<i>United States v. John Morales d/b/a Riverside Insulation</i>	1	OCAHO	197	(1990)
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<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	318	(1991)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>United States v. Sea Dart Trading Corporation</i>	2	OCAHO	336	(1991)
<i>United States v. South Bay Auto Detail</i>	1	OCAHO	68	(1989)
<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	4	OCAHO	634	(1994)
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<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
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<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
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<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	940	(1997)
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<i>United States v. Anthony Borrelli and Sons, Inc.</i>	8	OCAHO	1027	(1999)
<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO	723	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)
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<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
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<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
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<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO	329	(1991)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	492	(1993)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
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<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	768	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)

<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Giambliis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
<i>United States v. R&amp;M Fashion, Inc.</i>	6	OCAHO	826	(1995)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
<i>United States v. Vogue Pleating, Stitching &amp; Embroidery Corporation</i>	5	OCAHO	782	(1995)
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<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
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Employer's Failure to Ensure Employee Properly Completes Form I-9 Section 1 is Serious Violation				
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<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
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<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
Employers Must Prepare and Retain Forms I-9 for Employees Hired After November 6, 1986				

<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
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<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
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Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation				
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<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
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<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Super 8 Motel &amp; Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
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<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	(2013)
<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)

<i>United States v. Modern Disposal Incorporated</i>	10	OCAHO	1175	(2013)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
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<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
Failure to Ensure Employee Enters Alien Number in Section 1 Constitutes Serious Violation				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
Failure to Ensure Employee Signs Section 1 Is A Serious Violation				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Failure to Ensure Employee Signs Section 1 is a Substantive Failure				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
Failure to Ensure Employee Signs, Lists Immigration Status and A Number on I-9 Are Serious Violations				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1228	(2014)
Failure to Prepare				
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)

<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
Failure to Prepare Form I-9 Among Most Serious Paperwork Violations				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Failure to Prepare Form I-9 Subverts the Purpose of the Employment Verification Requirements				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
Failure to Prepare I-9 Among Most Serious Paperwork Violations				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Present Forms I-9 Within Three Days of Government's Request				
<i>United States v. A&amp;J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)

<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1195	(2013)
Failure to Present Timely Prepared I-9 Forms is a Serious Violation				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Failure to Properly Complete Employer Verification in Section 2 Constitutes Substantive Violation				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
<i>United States v. Super 8 Motel &amp; Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Failure to Properly Complete I-9 Less Serious Than Failure to Present I-9				
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Properly Complete Section 2 of the Form I-9 is a Serious Violation				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
Failure to Properly Complete Section 2 of the Form I-9 is a Very Serious Violation				
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
Failure to Properly Verify Documents in Form I-9 Section 2 Is Serious and Substantive Violation				
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Failure to Timely Prepare Form I-9 Is A Serious Violation				

<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
Failure to Timely Prepare Form I-9 is Both Substantive and Serious Violation				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	(2013)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Two For Seven, LLC d/b/a Black &amp; Blue Restaurant</i>	10	OCAHO	1208	(2014)
For Employee Rehired Within 3 Years, Previous I-9 Can Be Used In Lieu of Completing a New I-9				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Form I-9				
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
Generally				
<i>United States v. Aegis Fashion, Inc.</i>	1	OCAHO	239	(1990)
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	367	(1991)
<i>United States v. Bayley's Quality Seafoods, Inc.</i>	1	OCAHO	238	(1990)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO	310	(1991)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Burns and Intra-Continental Enterprises</i>	4	OCAHO	679	(1994)



<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	536	(1993)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	369	(1991)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	67	(1989)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	(1997)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	242	(1990)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services</i>	2	OCAHO	342	(1991)
<i>United States v. Ebrahim Banafsheha</i>	3	OCAHO	525	(1993)
<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. Elder Jerez d/b/a Green Scaping</i>	3	OCAHO	420	(1992)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	93	(1989)
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	(2012)
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO	175	(1990)
<i>United States v. Giamblis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)

<i>United States v. Interdynamics, Inc.</i>	3	OCAHO	433	(1992)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	260	(1990)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	264	(1990)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Juan V. Acevedo</i>	1	OCAHO	95	(1989)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	166	(1990)
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO	309	(1991)
<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO	448	(1992)
<i>United States v. Manos &amp; Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	154	(1990)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	518	(1993)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	785	(1989)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	3	OCAHO	427	(1992)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	541	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO	441	(1992)
<i>United States v. Robert Watson d/b/a North State Tile Company</i>	1	OCAHO	253	(1990)

<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	492	(1993)
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. South Masonry Fencing Company</i>	1	OCAHO	4	(1988)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO	370	(1991)
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO	422	(1992)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)
<i>United States v. William and Maria Sievert</i>	1	OCAHO	294	(1991)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
Good Faith Compliance				
Technical or Procedural Verification Failures				
<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1071	(2001)
Government Refusal of Documents Deprived Employer of Opportunity to Correct Technical Violations				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
I-9 Retention Required for 3 Years After Hire or 1 Year After Termination, Whichever Is Later				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)

## I-9 Retention Requirement for Former Employees

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	(2012)
<i>United States v. Two For Seven, LLC d/b/a Black &amp; Blue Restaurant</i>	10	OCAHO	1208	(2014)

## I-9s To Be Examined Are Those Presented in Response to NOI, Not I-9s Produced Thereafter

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)

## Ignorance of Statutory Requirements

<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)

## Impossibility Not Available As Defense When Destruction of I-9s Is Due To Employer's Own Actions

<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
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## Lack of Issuing Authority for a Driver's License in Section 2 is a Substantive Violation

<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
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## Liability

<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	(2012)

<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
Location				
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
Mere Failure to Date I-9 Employer Attestation is Technical or Procedural				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Mitigation				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Union Lakeville Corporation</i>	8	OCAHO	1019	(1998)

<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO	965	(1997)
No Expiration Date for Driver's License in Section 2 is Substantive if No Copy Attached				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
No Substitute for Proper Completion of Form I-9				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Omitting Document Number/Expiration Date May Be Technical/Procedural If Document Copy Attached				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
Person Who Signs Attestation Must Be Same Person Who Examines Employee's Original Documents				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Rules for Completion of I-9 for Employee Who Works Fewer Than Three Business Days				
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1228	(2014)
Section 2 - Expired Documents				
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1182	(2013)
Section 2 Is the Heart of the Employment Eligibility Verification Process				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Statute Aimed At All Employers, Not Just Traffickers or Those Who Hire Unauthorized Workers				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Statute of Limitations				

<i>United States v. Naim Ojeil &amp; Samoeil Ishk</i>	7	OCAHO	984	(1998)
Systematically Executing False Attestations in Section 2 Is Very Serious Violation				

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
The Longer the Delay In Preparing a Form I-9, The More Serious the Violation				

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Untimely Filing				

<i>United States v. Naim Ojeil &amp; Samoeil Ishk</i>	7	OCAHO	984	(1998)
Untimely Produced Documents Don't Excuse Substantive Errors in I-9s Presented During Inspection				

<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
Variety of Violations May Be Sufficiently Egregious to Merit Penalties Near Statutory Maximum				

<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
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## PARTIES

Class Action

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	6	OCAHO	843	(1996)
<i>Jose E. Briceno Briceno v. Farmco Farms</i>	4	OCAHO	629	(1994)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	867	(1996)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
Complaint				

<i>United States v. Auburn University</i>	4	OCAHO	646	(1994)
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<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
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## Corporation(s)

<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)

## Generally

<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	(1994)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. McDonnell Douglas Corporation</i>	3	OCAHO	507	(1993)

## Hearing(s)

<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	781	(1995)
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## Individual Capacity

<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1030	(1999)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)

## Interpleader of DHS Unwarranted in Case Under 8 U.S.C. Section 1324b

<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
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## Intervenor

<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	810	(1995)
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## Permissive Joinder

<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
<i>United States v. WSC Plumbing, Inc.</i>	8	OCAHO	1045	(2000)



## Prevailing

*Michael Williamson v. Autorama, Inc.*

1 OCAHO 174 (1990)

*United States v. Auburn University*

4 OCAHO 688 (1994)

## Settlement

*Azia Aityahia v. Sabena Airline Training Center, Inc.*

9 OCAHO 1122 (2006)

*United States v. California Mantel, Inc.*

10 OCAHO 1168 (2013)

*United States v. New Mexico State Fair*

6 OCAHO 898 (1996)

## Stipulation

*Malek Ebrahim Hatam v. Mr. Nasser Zaghi, Park General, Inc.*

1 OCAHO 160 (1990)

*United States v. McDonnell Douglas Corporation*

2 OCAHO 380 (1991)

## Subpoena

*In re Investigation of Valley Crest Tree Company, Subpoena*

3 OCAHO 579 (1993)

## Successorship Liability

*Joan A. Lardy v. United Airlines, Inc.*

4 OCAHO 595 (1994)

## Union(s)

*Ramnik M. Trivedi v. Northrop Corporation and Department of Defense*

4 OCAHO 600 (1994)

*Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation*

1 OCAHO 107 (1989)

## PATTERN OR PRACTICE

### Civil Money Penalty

*United States v. Fairfield Jersey, Inc.*

9 OCAHO 1069 (2001)

*United States v. Pancho's Mexican Buffet, Inc.*

4 OCAHO 632 (1994)

## Document Abuse

<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	(2012)
Generally				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1012	(1998)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO	413	(1992)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Independent Contractor(s)				
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
Persons Protected				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
Proof				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
<b>PENALTIES</b>				
Ability to Pay May Be Appropriate Factor to Consider In Assessing the Amount of the Penalty				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)

<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Across-the-Board Enhancement for Presence of Only Some Unauthorized Workers Not Permitted				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
Employment of Unauthorized Alien(s)				
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
Additional Factors That May Be Considered Are Party's Financials and Statutory Leniency Policy				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Aggravation				
<i>United States v. Seven Elephants Distributing Corp.</i>	10	OCAHO	1173	(2013)
ALJ Can Consider Public Policy of Leniency to Small Entities				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort				
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Penalty				
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)

<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach				
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
ALJ In 1324b Case Looks At Nature and Circumstances of Violation and Respondent's Conduct During Case				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
ALJ Not Bound by ICE's Method of Calculating Penalties				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Certain Statutory Factors May Be More Compelling Than Others in the Context of a Specific Case				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Challenge to ICE Formula Inapposite Where Final Penalty Arrived at Independently by ALJ				
<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
Civil Penalty Assessment for 1324b Cases Looks to the Totality of the Circumstances				

<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
Company Tax Losses Do Not Necessarily Establish Poor Financial Condition or Inability To Pay				
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Difference in Seriousness of Violations May Be Reflected in the Final Penalty				
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Double Jeopardy				
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
Employer's Previous Receipt of a Warning Notice Does Not Constitute History of Previous Violations				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Employment of Unauthorized Aliens				
<i>United States v. Forsch Polymer Corporation</i>	10	OCAHO	1156	(2012)
<i>United States v. Nebeker, Inc.</i>	10	OCAHO	1165	(2013)
Enhancement Factor Based on Whether Specific Individual was Unauthorized				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)

<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Excessive Fines Clause of Eighth Amendment Applies to Fines That Are Punitive				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Excessive Money Penalties				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
Factors				
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Two For Seven, LLC d/b/a Black &amp; Blue Restaurant</i>	10	OCAHO	1208	(2014)
Failure to Complete I-9 Within Three Business Days is Serious Violation				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct				

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Failure to Prepare Form I-9 Among Most Serious Paperwork Violations				
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Failure to Prepare I-9 Among Most Serious Paperwork Violations				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Properly Complete I-9 Less Serious Than Failure to Present I-9				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9				
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Generally				
<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO	494	(1993)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)

<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	887	(1996)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO	712	(1994)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)



<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
Good Faith Assessment Looks Primarily at Steps Employer Took Before Notice of Inspection				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Good Faith Defense				
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Morgan's Mexican &amp; Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
Government Bears Burden of Proving Penalty and Aggravating Factor by Preponderance of Evidence				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Government Bears the Burden of Proof on Penalty and Aggravating Factors				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)

<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Government Must Prove Aggravating Factor by Preponderance of Evidence				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
ICE Fine Guidelines Have No Binding Effect on OCAHO				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Knowing Hire				
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Occupational Resource Management, Inc.</i>	10	OCAHO	1166	(2013)
Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)

## Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty

*United States v. Romans Racing Stables, Inc.* 11 OCAHO 1232 (2014)

*United States v. The Red Coach Restaurant, Inc.* 10 OCAHO 1200 (2013)

## Leniency Toward Small Entities

*United States v. Clean Sweep Janitor Service* 11 OCAHO 1226 (2014)

*United States v. Kenneth McPeck Racing Stables, Inc.* 11 OCAHO 1249 (2015)

## Mitigation

*United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company* 5 OCAHO 758 (1995)

*United States v. Central Nebraska Packing, Inc.* 4 OCAHO 714 (1994)

*United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana* 5 OCAHO 803 (1995)

*United States v. David Jenkins* 5 OCAHO 743 (1995)

*United States v. Draper-King Cole, Inc.* 7 OCAHO 933 (1997)

*United States v. Enrique Reyes d/b/a King's Produce* 4 OCAHO 592 (1994)

*United States v. Exim, Inc. and Jaime Monardes, Individually* 4 OCAHO 604 (1994)

*United States v. Hugh Jeffrey Fox d/b/a Frank & Stein* 5 OCAHO 756 (1995)

*United States v. Kerry J. Vicker d/b/a SNB Cleaning* 5 OCAHO 819 (1995)

*United States v. Morgan's Mexican & Lebanese Foods, Inc.* 8 OCAHO 1013 (1998)

*United States v. Orlando Diaz-Rosas* 4 OCAHO 702 (1994)

*United States v. Oscar Eduardo Villatoro-Guzman* 4 OCAHO 652 (1994)

*United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.* 4 OCAHO 637 (1994)

*United States v. Taco Plus, Inc. d/b/a Taco Loco* 5 OCAHO 775 (1995)

*United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations* 4 OCAHO 625 (1994)

*United States v. Tri-Component Product Corporation* 6 OCAHO 853 (1996)

*United States v. Williams Produce, Inc.* 5 OCAHO 730 (1995)

## Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Notices of Discrepancies or Suspect Documents Do Not Alone Prove Employee Is Unauthorized				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
OCAHO ALJs May Review Penalty Assessments De Novo				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Paperwork Requirement(s)/Violation(s)				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Giamblis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
Employment of Unauthorized Alien(s)				

<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
Factor(s)				
<i>United States v. De Luca's Market</i>	8	OCAHO	1039	(1999)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
Good Faith Defense				
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
Seriousness of the Violation(s)				
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
Size of Business				
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Penalties Near Maximum Should Be Reserved for Most Egregious Violations				

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	(2013)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. M &amp; D Masonry, Inc.</i>	10	OCAHO	1211	(2014)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. Two For Seven, LLC d/b/a Black &amp; Blue Restaurant</i>	10	OCAHO	1208	(2014)
Penalties Should Deter Future Violations Without Being Unduly Punitive				

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)

<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Penalties Should Have a Deterrent Effect and Not Be Merely a Cost of Doing Business				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Prophylactic Purpose Best Served When Penalty Is Significant Enough to Prompt Change of Behavior				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Proportionality is Critical in Setting Penalties				
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Purpose is to Deter Repeat Violations and Encourage Others to Comply				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Purposes of Fines Are To Deter Future Violations & Encourage Compliance w/Verification Procedures				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Reasonableness Based On Record As Whole and Statutory Factors in Particular				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
Referring to Discrepancies or Suspect Documents Does Not Alone Prove Employee is Unauthorized				

Mere Reference to Information Discrepancies or Suspect Documents Insufficient to Prove

*United States v. Platinum Builders of Central Florida, Inc.*

10 OCAHO 1199 (2013)

Seriousness of Violation Evaluated on Continuum Because Not All Violations Are Equally Serious

*United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)*

11 OCAHO 1258 (2015)

*United States v. Horno MSJ, Ltd., Company*

11 OCAHO 1247 (2015)

*United States v. Mott Thoroughbred Stables, Inc.*

11 OCAHO 1233 (2014)

*United States v. Niche, Inc.*

11 OCAHO 1250 (2015)

*United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging*

11 OCAHO 1253 (2015)

*United States v. Romans Racing Stables, Inc.*

11 OCAHO 1230 (2014)

*United States v. Safe-Air of Illinois, Inc.*

12 OCAHO 1270 (2016)

*United States v. SKZ Harvesting, Inc.*

11 OCAHO 1266 (2016)

*United States v. Speedy Gonzalez Construction, Inc.*

11 OCAHO 1243 (2015)

Seriousness of Violation(s)

*United States v. DJ Drywall, Inc.*

10 OCAHO 1136 (2010)

*United States v. Jonel, Inc.*

8 OCAHO 1008 (1998)

*United States v. Monadnock Mountain Spring Water, Inc.*

10 OCAHO 1193 (2013)

*United States v. Morgan's Mexican & Lebanese Foods, Inc.*

8 OCAHO 1013 (1998)

*United States v. Platinum Builders of Central Florida, Inc.*

10 OCAHO 1199 (2013)

*United States v. Taste of China*

10 OCAHO 1164 (2013)

Failure to Complete I-9 prior to Notice of Inspection

*Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.*

10 OCAHO 1174 (2013)

Size of Business

*United States v. DJ Drywall, Inc.*

10 OCAHO 1136 (2010)

*United States v. MEMF, LLC d/b/a Black & Blue Steak & Crab - Buffalo*

10 OCAHO 1170 (2013)

Franchisee/Franchisor

*United States v. Siwan & Brothers, Inc. d/b/a Subway #37616*

10 OCAHO 1178 (2013)



<i>United States v. Siwan &amp; Sons, Inc. d/b/a Subway #35029 and Subway #23095</i>	10	OCAHO	1179	(2013)
Size of Business Did Not Necessitate Further Mitigation of Civil Penalty				
<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
Social Security Mismatch Does Not Establish That a Particular Individual is Unauthorized for Employment				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Statute Does Not Prohibit Consideration of Unenumerated Factors				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
Statute Does Not Require That Equal Weight Be Given Each of the Five Statutory Factors				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Statute Does Not Require That Equal Weight Be Given Enumerated Factors Nor Rule Out Other Factors				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

Statute Does Not Require That Equal Weight Be Given to Each Required Penalty Factor

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

Statute Does Not Rule Out Consideration of Unenumerated Factors

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)

There Is No Sole Permissible Method for Calculating Penalties

<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
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There Must Be Rational Relationship Between Magnitude of Offense and Penalty

<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
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Variety of Violations May Be Sufficiently Egregious to Merit Penalties Near Statutory Maximum

<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
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Where A Violation is Found, The Act Does Not Provide for Waiver of Penalty

<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

## PERSONS PROTECTED

### 5/10 Year Rule

<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	5	OCAHO	726	(1995)
<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO	741	(1995)
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)

### Alien(s)

#### Generally

<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	549	(1993)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	528	(1993)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)

#### Temporary Resident

<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
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#### Unauthorized

<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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### Asylees

<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	6	OCAHO	880	(1996)
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### Citizen(s)

<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
Generally				
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
Intending				
<i>Daniel D. Tiplea v. Reynolds Electrical &amp; Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Eden Harrison Adatsi v. Citizens &amp; Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	(1991)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	335	(1991)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	2	OCAHO	400	(1989)
Puerto Rican				
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
U.S. Born Citizen				
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
Generally				
<i>Arnulfo Medina v. Bend-Pack, Inc.</i>	5	OCAHO	791	(1995)
<i>Barbara Eva Labombarbe v. United States Air Force d/b/a Child Development Center</i>	3	OCAHO	515	(1993)
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	547	(1993)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	549	(1993)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	568	(1993)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)

<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	484	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Juan Antonio Cardona Godinez v. Armguard Security Patrol</i>	3	OCAHO	490	(1993)
<i>Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)</i>	3	OCAHO	508	(1993)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	619	(1994)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Patricia Eunice Parkin-Forrest v. Veterans Administration Hospital</i>	3	OCAHO	516	(1993)
<i>United States v. Auburn University</i>	3	OCAHO	564	(1993)
<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
H-1B Visa Holders				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
Individual is Not Protected if, w/in 6 Mths of Eligibility, he/she fails to apply for naturalization				
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
Naturalization Applicant, Declaration not Completed				
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Naturalized				
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)

<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
Permanent Resident				
<i>Leonor Garcia v. Tia Maria's Cantina &amp; Mexican Restaurante</i>	7	OCAHO	970	(1997)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	619	(1994)
Retaliation				
<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO	837	(1996)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
Temporary Protected Status (TPS)				
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
U.S. Born Citizen				
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	375	(1991)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	(1991)
<b>PLEA AGREEMENTS</b>				
Collateral Attack				
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Generally				

<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
<b>PLEADINGS</b>				
Amendment(s)				
<i>Ba v. Wal-Mart Store 1199</i>	10	OCAHO	1163	(2012)
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	496	(1993)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1030	(1999)
<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1018	(1998)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)
<i>United States v. Creation &amp; Innovation</i>	3	OCAHO	527	(1993)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	338	(1991)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	(1991)
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO	408	(1992)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
Answer				
<i>Jorge Pugliese v. Auto-Grafica Corporation</i>	5	OCAHO	820	(1995)
Affirmative Defense(s)				
<i>United States v. Gregorio Alabada Makilan</i>	4	OCAHO	610	(1994)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
Clarification				
<i>Ramiro A. Villalobos v. Roumiguere Vineyards</i>	4	OCAHO	630	(1994)
Untimely Filing(s)				
<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	(1993)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	539	(1993)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	136	(1990)

<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	322	(1991)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	473	(1992)
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<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
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<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	501	(1993)
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<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	107	(1989)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
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<i>Daniel D. Tiplea v. Reynolds Electrical &amp; Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	324	(1991)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	322	(1991)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
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<i>United States v. Cordin Company</i>	10	OCAHO	1162	(2012)
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<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	4	OCAHO	678	(1994)
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<i>United States v. Alexander's Inc. d/b/a Homestead Tomato Packing Company</i>	3	OCAHO	504	(1993)
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<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)

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<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
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<i>Jose E. Birsno Briceno-Briceno v. Farmco Farms</i>	4	OCAHO	629	(1994)
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<i>Chand Wije v. Barton Springs/Edwards Aquifier C.D.</i>	4	OCAHO	645	(1994)
<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1018	(1998)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO	721	(1994)

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<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
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<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	(1999)

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<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)

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<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	664	(1994)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
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<i>Jack Huang v. Queens Motel</i>	2	OCAHO	343	(1991)
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<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	322	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	396	(1991)
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#### State Police Actions Related to the Employment Verification System Are Preempted by Federal Law

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<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
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<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)

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<i>Jose Jasso v. Danbury Hilton &amp; Towers</i>	3	OCAHO	566	(1993)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
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<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
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<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	813	(1995)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)



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<i>William S. Monda v. Staryhab, Inc.</i>	8	OCAHO	1002	(1998)

## REGULATIONS

### 5/10 Year Rule

*Alan Rusk v. Northrop Corporation and Department of Defense* 4 OCAHO 607 (1994)

*Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company* 4 OCAHO 653 (1994)

### Cause of Action

*Chand Wije v. Barton Springs/Edwards Aquifer C.D.* 4 OCAHO 635 (1994)

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*Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering* 4 OCAHO 648 (1994)

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*Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering* 4 OCAHO 648 (1994)

### Definition of Independent Contractors

*United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services* 11 OCAHO 1257 (2015)

### Employer(s)

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### Factors to Consider in Determining Whether and Individual Is An Independent Contractor

*United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services* 11 OCAHO 1257 (2015)

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*Audrey Murtano v. C. R. England, Inc.* 9 OCAHO 1116 (2005)

*Chand Wije v. Barton Springs/Edwards Aquifer C.D.* 4 OCAHO 635 (1994)

*Florinda Kattan v. Union League Club of Chicago* 3 OCAHO 586 (1993)

<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO	452	(1992)
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For Employee Rehired Within 3 Years, Previous I-9 Can Be Used In Lieu of Completing a New I-9

*United States v. Buffalo Transportation, Inc.* 11 OCAHO 1263 (2015)  
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*United States v. Ketchikan Drywall Services, Inc.* 10 OCAHO 1139 (2011)

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*United States v. Crescent City Meat Company, Inc.* 11 OCAHO 1223 (2014)

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*United States v. Crescent City Meat Company, Inc.* 11 OCAHO 1217 (2014)

Case Remanded to ALJ Where Penalty Based on Erroneous Inference

*United States v. Crescent City Meat Company, Inc.* 11 OCAHO 1223 (2014)

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*United States v. ABC Roofing & Waterproofing, Inc.* 2 OCAHO 358 (1991)

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*United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms* 11 OCAHO 1256 (2015)

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*United States v. Jalisco's Bar and Grill, Inc.* 11 OCAHO 1224 (2014)

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*United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms* 11 OCAHO 1256 (2015)

## Liability Finding Under Section 1324b Requires Issuance of Cease and Desist Order

*United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms*

11 OCAHO 1256 (2015)

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11 OCAHO 1227 (2014)

## REPRESENTATION

Attorney Representing Private Party and Appearing on Filings Must File Notice of Appearance

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction*

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*Guy Santiglia v. Sun Microsystems, Inc.*

9 OCAHO 1097 (2003)

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*United States v. Esther Flores-Martinez*

4 OCAHO 713 (1994)

*United States v. Israel Velasquez-Tabir*

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*United States v. Julio Carpio-Lingan*

6 OCAHO 871 (1996)

*United States v. Nancy Mubarki*

5 OCAHO 816 (1995)

Gov't Must Treat Pro Se Party Lacking Legal Knowledge With Scrupulous Fairness

*United States v. Crescent City Meat Company, Inc.*

11 OCAHO 1217 (2014)

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*Daniel Ojeda-Ojeda v. Booth Farms, L.P.*

9 OCAHO 1121 (2006)

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
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<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
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<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)
OCAHO Rules Do Not Apply to Representation Before a Complaint is Filed With OCAHO				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
OCAHO Rules Explicitly Allow for Representation By a Non-Attorney Under Certain Circumstances				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
Pro Se				
<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	(2012)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	3	OCAHO	588	(1993)
Request for a Hearing				
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
Tax Protester				
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
Withdrawal				

<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	682	(1994)
<i>United States v. Maria Celia Aispuro-Nunez</i>	5	OCAHO	745	(1995)
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)

#### REQUEST FOR HEARING

Appearance

<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
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<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	553	(1993)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway</i>	3	OCAHO	485	(1993)

Hearing Unnecessary Where No Genuine Issue of Material Fact is in Dispute

<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
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Statute Aimed At All Employers, Not Just Traffickers or Those Who Hire Unauthorized Workers

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
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#### REQUESTS FOR RELIEF

Form of

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1089	(2003)
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#### RES JUDICATA

Doesn't Apply if Cause of Action is Different Than In Earlier Case

<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
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Generally

<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1047	(2000)
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
Issues Are Not the Same Where Second Action Involves Application of Different Legal Standard				
<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	(2015)
Res Judicata Inapplicable to Claims Not Adjudicated on Merits				
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
<b>RETALIATION</b>				
Adverse Employment Action Occurs When Employment Decision Made and Communicated to Employee				
<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Based on Filing a Charge With OSC				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
Causation Requires a Showing that the Decisionmaker Knew of the Employee's Protected Activity				
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Cause of Action				
<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	(2012)
Cease and Desist				
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
Claims of Retaliation for Engaging in Union Activity Must Be Pursued in a Different Forum				



<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
Complaining About Sexual Harassment Is Not Protected Activity Within the Meaning of Section 1324b				
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
Counterclaim May Be Considered Retaliatory if it is Objectively Baseless				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
Employer Has Burden of Production in Stating Non-Discriminatory Reason for Employment Action				
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Evidence of Pretext Must Be Specific and Substantial				
<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Filing EEOC Religious Discrimination Complaint is not Protected Activity Under Section 1324b(a)(5)				
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
Filing With EEOC Is Not Protected Activity Under Section 1324b(a)(5)				
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
Generalized Complaints About Employing Undocumented Workers Isn't Protected Under Section 1324b				
<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
Generally				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	(1994)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)

<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1124	(2008)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO	837	(1996)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	663	(1994)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	674	(1994)
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	709	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	709	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	661	(1994)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)

#### Jurisdiction

<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	(1995)
<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO	837	(1996)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)

Must Show Adverse Employment Action Would Not Have Occurred But For Employee's Protected Activity

*Linda Chellouf v. Inter American University of Puerto Rico* 12 OCAHO 1269 (2016)

*Rael A. Odongo v. Crossmark, Inc.* 11 OCAHO 1236 (2014)

Pretext May Be Shown by Proof That An Employer's Explanation is Unworthy of Credence

*Linda Chellouf v. Inter American University of Puerto Rico* 12 OCAHO 1269 (2016)

Prima Facie Case

*Dinko Sefic v. Marconi Wireless* 9 OCAHO 1123 (2007)

*Frederick John Harris v. State of Hawaii, Department of Education* 6 OCAHO 922 (1997)

*Gurpreet Sodhi v. Maricopa Medical Center* 10 OCAHO 1124 (2008)

*Jorge Mario Ipina v. Michigan Jobs Commission* 8 OCAHO 1036 (1999)

*Linda Chellouf v. Inter American University of Puerto Rico* 12 OCAHO 1269 (2016)

*Martin John Shortt v. Dick Clark's American Bandstand Grill* 10 OCAHO 1130 (2009)

*Rael A. Odongo v. Crossmark, Inc.* 11 OCAHO 1236 (2014)

*United States v. Shirley Fuimoto, Hawaii Government Employees Association* 7 OCAHO 937 (1997)

Prima Facie Case May Be Established by Direct or Circumstantial Evidence

*John A. Breda v. Kindred Braintree Hospital, LLC* 10 OCAHO 1202 (2013)

*Linda Chellouf v. Inter American University of Puerto Rico* 12 OCAHO 1269 (2016)

Protected Activity

*Jose Pablo Martinez v. Superior Linen* 10 OCAHO 1180 (2013)

*Linda Chellouf v. Inter American University of Puerto Rico* 12 OCAHO 1269 (2016)

*Rael A. Odongo v. Crossmark, Inc.* 11 OCAHO 1236 (2014)

Complaining About Illegal Hiring Under § 1324a Does Not Constitute Protected Activity Under § 1324b(a)(5)

*Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape* 10 OCAHO 1187 (2013)

Retaliation Claim Must Be Based on Conduct that is Protected Under Section 1324b

<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
Retaliation May Consist of Actions Not Directly Related to an Individual's Employment				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
Retaliation Provision of Section 1324b Applies to any Individual, Not Just Protected Individuals				
<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
To Qualify as Protected Activity, Conduct Must Implicate Some Right Secured Under Section 1324b				
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
To Rebut Prima Facie Case, Employer Must State Non-Discriminatory Reason for Employment Decision				
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
To Rebut Prima Facie Case, Employer Must State Non-Retaliatory Reason for Employment Action				
<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
<b>REVERIFICATION</b>				
Employer's Duty				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
Generally				
<i>Zelleka Getahun v. DuPont Merck Pharmaceutical Company</i>	8	OCAHO	1029	(1999)

## REVIEW

### Generally

<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	829	(1995)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	696	(1994)
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	772	(1995)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)

### Issues Not Properly Raised Below Cannot Be Raised for the First Time on Review

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 a	(2016)
<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)

### Review Limited to Issues Contained in the Request for Review

<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
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## SANCTIONS

### Abandonment

<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)
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### Admission(s)

<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	615	(1994)

Attorney Fees

<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)

Attorney Fees Not Permitted As Sanction for Failure to Comply With Discovery Order

<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
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Civil Money Penalty

<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)

Discovery Sanctions Usually Imposed Only After Order Compelling Discovery is Issued

<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
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Discovery Violation(s)

<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>Jose Proto Alcaraz v. General Motors Corporation</i>	7	OCAHO	962	(1997)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
<i>United States v. Westin Galleria &amp; Westin Oaks Hotel</i>	4	OCAHO	701	(1994)

Ex Parte Communication(s)

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	645	(1994)
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Exclusion of Representative

<i>Alberto Izquierdo v. Victoria Nursing &amp; Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
Generally				
<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO	443	(1992)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	341	(1991)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>Omar Egal v. Sears Roebuck &amp; Company</i>	3	OCAHO	442	(1992)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	798	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	553	(1993)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	(1992)
<i>United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant</i>	2	OCAHO	360	(1991)
<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO	119	(1989)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. Manca Imports, Inc.</i>	1	OCAHO	268	(1990)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	(1991)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	202	(1990)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO	560	(1993)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	895	(1996)
<i>United States v. Scandia Interiors, Inc.</i>	1	OCAHO	290	(1991)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO	390	(1991)

<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)
<i>United States v. Weldco, Inc. and Weldco Components, Inc. d/b/a Weldco Products</i>	3	OCAHO	483	(1993)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	35	(1988)
Penalties				
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<b>SEARCH AND SEIZURE</b>				
Affirmative Defense(s)				
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
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<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
Generally				
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
<i>United States v. Kuo Liu</i>	1	OCAHO	235	(1990)
<b>SELECTIVE PROSECUTION</b>				
Generally				
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<b>SERVICE OF PROCESS</b>				



## Abandonment

*United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.*

4 OCAHO 656 (1994)

All Documents Filed Must Be Accompanied By a Certificate of Service

*United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC*

11 OCAHO 1265 (2015)

Certificate of Service

*United States v. Silverado Stages, Inc.*

10 OCAHO 1185 (2013)

Dismissal

*United States v. Mayfly Fashion, Inc.*

6 OCAHO 894 (1996)

Ex Parte Communication(s)

*Chand Wije v. Barton Springs/Edwards Aquifer C.D.*

4 OCAHO 645 (1994)

*United States v. Hyatt Regency Lake Tahoe*

6 OCAHO 854 (1996)

*United States v. Red Lobster*

4 OCAHO 631 (1994)

Generally

*Esther Din Brooks v. Watts Window World*

3 OCAHO 570 (1993)

*Haddon Speakman v. The Rehabilitation Hospital of South Texas*

3 OCAHO 469 (1992)

*Jaime Banuelos v. Transportation Leasing Company*

1 OCAHO 136 (1990)

*Jaime Banuelos v. Transportation Leasing Company*

1 OCAHO 214 (1990)

*Martin A. Holguin v. Dona Ana Fashions*

4 OCAHO 605 (1994)

*Sanford J. Strauss v. Rite Aid Corporation*

4 OCAHO 721 (1994)

*Sellaro v. Elektra Records*

3 OCAHO 461 (1992)

*Stephen A. Lewis v. Ogden Services*

2 OCAHO 384 (1991)

*United States v. Ambrocio Morales-Guzman*

5 OCAHO 776 (1995)

*United States v. Big Bear Market*

1 OCAHO 48 (1989)

<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	514	(1993)
<i>United States v. Dennis M. Dolan d/b/a Old Ocean Beach Café</i>	2	OCAHO	388	(1991)
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO	132	(1990)
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO	446	(1992)
<i>United States v. Flat Knitting Mills Company, Inc.</i>	2	OCAHO	317	(1991)
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	(1989)
<i>United States v. Honorio Carmona-Anica</i>	5	OCAHO	770	(1995)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)
<i>United States v. Marcos Iniguez-Casillas</i>	6	OCAHO	870	(1996)
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Nicolas Tinoco-Medina</i>	5	OCAHO	806	(1995)
<i>United States v. Prime Landscape Management, Inc.</i>	1	OCAHO	204	(1990)
<i>United States v. Sea Dart Trading Corporation</i>	2	OCAHO	336	(1991)
<i>United States v. Victor Hugo Baches-Corado</i>	3	OCAHO	571	(1993)
Manner of Service				
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)
Pleadings				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	645	(1994)
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO	721	(1994)
Pro Se				
<i>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO	605	(1994)
Request for Review				

<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
Withdrawal				
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
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<i>United States v. Coastal Transportation, Inc.</i>	1	OCAHO	26	(1988)
<i>United States v. Coastal Transportation, Inc.</i>	1	OCAHO	27	(1988)
<i>United States v. La Luna Azul</i>	1	OCAHO	14	(1988)
<i>United States v. Marcos Iniguez-Casillas</i>	8	OCAHO	1001	(1998)
<i>United States v. Old Town Mexican Café</i>	1	OCAHO	15	(1988)
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<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
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<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	(2013)
<i>United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes</i>	6	OCAHO	921	(1997)
<i>United States v. IBP, Inc.</i>	5	OCAHO	766	(1995)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>United States v. Sahara Wireless International, Inc.</i>	11	OCAHO	1262	(2015)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)

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<i>United States v. American Airlines</i>	8	OCAHO	1044	(2000)
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<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>Olimpia Tovar v. United States Postal Service</i>	4	OCAHO	650	(1994)
<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	(2013)
<i>United States v. IBP, Inc.</i>	5	OCAHO	766	(1995)
<i>United States v. Westin Galleria &amp; Westin Oaks Hotel</i>	4	OCAHO	701	(1994)

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<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
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<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8	OCAHO	1011	(1998)
<i>United States v. Moses Sportswear, Inc.</i>	6	OCAHO	841	(1996)

<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	4	OCAHO	634	(1994)
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<i>Christnie Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.</i>	8	OCAHO	1025	(1999)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	363	(1991)
<i>Salvador Chavarin-Lopez v. Nichols Farms</i>	2	OCAHO	371	(1991)
<i>United States v. A &amp; B Carpet Steam Cleaning &amp; General Services, Corporation</i>	1	OCAHO	244	(1990)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	391	(1991)
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	(1989)
<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8	OCAHO	1011	(1998)
<i>United States v. Commander Construction, Inc. t/a Commander Construction Company</i>	1	OCAHO	32	(1988)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	28	(1988)
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<i>United States v. Jupiter Crab Company Restaurant</i>	1	OCAHO	6	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	28	(1988)
<i>United States v. Lectro Tek Services, Inc.</i>	1	OCAHO	172	(1990)
<i>United States v. Lighthouse Restaurant</i>	1	OCAHO	74	(1988)
<i>United States v. Manca Imports, Inc.</i>	2	OCAHO	347	(1991)
<i>United States v. Old Town Mexican Café</i>	1	OCAHO	10	(1988)
<i>United States v. Prestige Landscapes</i>	1	OCAHO	11	(1988)
<i>United States v. Sizzler Restaurants International, Inc.</i>	1	OCAHO	263	(1990)
<i>United States v. Springs Wash One d/b/a Austin Nevada Car Wash, a California Limited Partnership</i>	2	OCAHO	349	(1991)
<i>United States v. Stephen and Christine Sealy</i>	2	OCAHO	362	(1991)
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO	413	(1992)
<i>United States v. Turner's Japanese Auto Repair</i>	8	OCAHO	1009	(1998)

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<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
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<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	432	(1992)
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	(1989)
<i>United States v. Enrique Silva d/b/a J.B.'s Night Club</i>	8	OCAHO	1014	(1998)
<i>United States v. Sizzler Restaurants International, Inc.</i>	2	OCAHO	325	(1991)
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<i>United States v. Private Brands Company and Private Brand, Inc.</i>	7	OCAHO	941	(1997)
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<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
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<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
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<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1030	(1999)
<i>Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	(1999)
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<i>McNier v. San Francisco State University College of Business</i>	7	OCAHO	998	(1998)
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<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1042	(2000)
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<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	709	(1994)
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville</i>	6	OCAHO	881	(1996)



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<i>Ping Ruan v. United States Navy</i>	8	OCAHO	1046	(2000)
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<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
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<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
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<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	302	(1991)
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<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)

<i>United States v. Southwest Marine Corporation, a California Corporation</i> Office of Special Counsel	2 OCAHO	400	(1989)
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<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i> Puerto Rican	4 OCAHO	624	(1994)
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<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
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<i>United States v. El Azteca Dunkirk, Inc.</i>	10	OCAHO	1172	(2013)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
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<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
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<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
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<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
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<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
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<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	107	(1989)

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<i>Daniel D. Tiplea v. Reynolds Electrical &amp; Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	386	(1991)
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Julian Sahagun v. Bend-Pack, Inc.</i>	5	OCAHO	809	(1995)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. Auburn University</i>	4	OCAHO	602	(1994)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Frank's Meat Company, a Sole Proprietorship</i>	3	OCAHO	513	(1993)



<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	695	(1994)
Complaint is Timely If Filed Within Five Years of the Date a Violation First Accrues				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Employer Sanction Cases				
<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	(1997)
Equitable Estoppel				
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
Equitable Tolling				
<i>Ephrain Manuel Berlanga v. Butterball Company</i>	4	OCAHO	669	(1994)
<i>Galdino Casillas Garcia v. McCarron Electric Company</i>	5	OCAHO	747	(1995)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	674	(1994)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
Filing Deadline Begins to Run When Delivery of Determination Letter is Effectuated				
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
For Knowing Hire Violation, Limitations Period Begins to Run on Date That Employee is Terminated				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
General Statute of Limitations				

<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Generally				
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
<i>United States v. Felipe De Leon-Valenzuela</i>	8	OCAHO	1004	(1998)
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
Last Possible Accrual Date for Knowing Hire Violations is Date That Employee is Terminated				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Letter of Determination				
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. IBP, Inc.</i>	7	OCAHO	900	(1997)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Memorandum of Understanding (MOU)				
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
Paperwork Requirement(s)/Violation(s)				
<i>United States v. Naim Ojeil &amp; Samoeil Ishk</i>	7	OCAHO	984	(1998)
Substantive Paperwork Violation Continues Until Cured or Employer's Duty to Retain I-9 Expires				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)

## STAY OF PROCEEDINGS

### Generally

<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	363	(1991)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
<i>United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center</i>	1	OCAHO	135	(1990)
<i>United States v. DAR Distributing, Inc. d/b/a DAR Cabinets</i>	1	OCAHO	60	(1989)
<i>United States v. Pedro Dominguez</i>	7	OCAHO	973	(1997)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	373	(1991)
<i>United States v. United Pottery Manufacturing &amp; Accessories, Inc.</i>	1	OCAHO	51	(1989)
<i>United States v. United Pottery Manufacturing &amp; Accessories, Inc.</i>	1	OCAHO	57	(1989)

## SUBPOENAS

### Burden of Proof

<i>In re Investigation of Modern Maintenance, Subpoena</i>	2	OCAHO	359	(1990)
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### Compliance

<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1048	(2000)
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>In re Investigation of Norfolk Public Schools, Subpoena</i>	4	OCAHO	621	(1994)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1056	(2000)
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO	754	(1995)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	643	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)

### District Court Authority to Order Compliance and Find Party in Contempt

<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
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<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
Generally				
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	404	(1992)
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	(1995)
<i>In re Investigation of Carolina Employers Association, Subpoena</i>	3	OCAHO	455	(1992)
<i>In re Investigation of Chan's Apparel, Subpoena</i>	1	OCAHO	1	(1988)
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1048	(2000)
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1049	(2000)
<i>In re Investigation of Doctor's Hospital of Santa Ana, Subpoena</i>	1	OCAHO	194	(1990)
<i>In re Investigation of Florida Azalea Specialist, Subpoena</i>	3	OCAHO	523	(1993)
<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	428	(1992)
<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	437	(1992)
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>In re Investigation of Norfolk Public Schools, Subpoena</i>	4	OCAHO	621	(1994)
<i>In re Investigation of Seafarers International Union, Subpoena</i>	3	OCAHO	498	(1993)
<i>In re Investigation of South Florida Tomato &amp; Vegetable Growers Association, Subpoena</i>	1	OCAHO	237	(1990)
<i>In re Investigation of St. Christopher-Otilie, Subpoena</i>	1	OCAHO	2	(1988)
<i>In re Investigation of St. Christopher-Otilie, Subpoena</i>	1	OCAHO	3	(1988)
<i>In re Investigation of St. Christopher-Otilie, Subpoena</i>	1	OCAHO	2	(1988)
<i>In re Investigation of Strano Farms, Subpoena</i>	3	OCAHO	521	(1993)
<i>In re Investigation of Taiwan Restaurant, Subpoena</i>	3	OCAHO	431	(1992)
<i>In re Investigation of Valley Crest Tree Company, Subpoena</i>	3	OCAHO	579	(1993)
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO	754	(1995)
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
<i>James D. Westendorf v. Brown &amp; Root, Inc.</i>	3	OCAHO	405	(1992)

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	813	(1995)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	651	(1994)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Creation &amp; Innovation</i>	3	OCAHO	527	(1993)
<i>United States v. Edith Fine</i>	1	OCAHO	89	(1989)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	302	(1991)
<i>United States v. Ideal Tortilla Factory, Inc.</i>	2	OCAHO	366	(1991)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	212	(1990)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	531	(1993)
<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)

#### Jurisdiction

<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	(2004)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1055	(2000)

#### Motion(s) to Quash

<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1048	(2000)
<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	437	(1992)
<i>In re Investigation of Henson Aviation, Subpoena</i>	3	OCAHO	488	(1993)
<i>In re Investigation of Modern Maintenance, Subpoena</i>	2	OCAHO	359	(1990)
<i>In re Investigation of Tropicana Casino &amp; Resort, Subpoena</i>	9	OCAHO	1060	(2000)

#### Office of Special Counsel

#### Denial

<i>In re Investigation of Swift &amp; Co., Subpoena</i>	9	OCAHO	1058	(2000)
Petition to Revoke or Modify				
<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	(2004)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1055	(2000)
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
Attorney-Client Privilege				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
Refusal to Comply				
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
Relevance				
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1055	(2000)
Relevance of Information Sought				
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
Required Criteria for Enforcement				
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
<b>SUBSTANTIAL COMPLIANCE</b>				
Copying and Attaching Documents Without Properly Completing I-9 Isn't Substantial Compliance				
<i>United States v. Super 8 Motel &amp; Vilella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Creation of False Section 2 Attestations Is Substantive Violation				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Generally				

<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	886	(1996)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)

Paperwork Requirement(s)/Violation(s)

<i>United States v. BKR Restaurants, LLC d/b/a Burger King</i>	10	OCAHO	1154	(2012)
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	977	(1997)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)

**SUBSTANTIVE VS. TECHNICAL/PROCEDURAL PAPERWORK VIOLATIONS**

Creation of False Section 2 Attestations Is Substantive Violation

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
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Failure to Complete or Sign Section 2 Employer Verification Constitutes Substantive Violation

<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)

Failure to Enter Printed Name of Individual Who Signs Section 2 Is Substantive Violation

<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
Failure to Provide Issuing Authority for List B Document Is Substantive Violation				

<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
Failure to Timely Prepare I-9 is Substantive - Not Technical or Procedural - Violation				

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
Omitting Document Number/Expiration Date May Be Technical/Procedural If Document Copy Attached				

<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
<b>SUMMARY DECISION</b>				

<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
<i>Raul A. Gonzalez v. Tri-Component Products, Inc.</i>	9	OCAHO	1118	(2005)
<i>Seidou Diarrassouba v. Medallion Financial Corporation</i>	9	OCAHO	1076	(2001)
Abandonment				

<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	(1994)
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	616	(1994)
<i>United States v. Private Brands Company and Private Brand, Inc.</i>	7	OCAHO	941	(1997)
Admission(s)				

<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	4	OCAHO	718	(1994)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	742	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. Maria Sourovova</i>	7	OCAHO	987	(1998)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	615	(1994)



<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO	805	(1995)
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	8	OCAHO	1003	(1998)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
Affidavit(s)				
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>United States v. 1010 Morris Avenue Food Corporation</i>	6	OCAHO	885	(1996)
<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	(1999)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
Hearsay				
<i>Martha Diaz v. Pacific Maritime Association</i>	9	OCAHO	1108	(2004)
ALJ Must Accept As True Unrebutted Facts Established By Documentary Evidence or Affidavit				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
ALJ Must Draw Reasonable Inferences In Favor of Nonmoving Party				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
All Facts and Reasonable Inferences Viewed In Light Most Favorable to Nonmoving Party				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

Appropriate Where Party is Entitled and Shows No Genuine Issue of Material Fact

*United States v. Hair U Wear, LLC*

11 OCAHO 1268 (2016)

*United States v. Wave Green, Inc. d/b/a Golden Farm Market*

11 OCAHO 1267 (2016)

Civil Money Penalty

*United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant*

5 OCAHO 729 (1995)

*United States v. DJ Drywall, Inc.*

10 OCAHO 1136 (2010)

*United States v. New China Buffet Restaurant*

10 OCAHO 1133 (2010)

*United States v. Private Brands Company and Private Brand, Inc.*

7 OCAHO 941 (1997)

*United States v. Walden Station, Inc.*

8 OCAHO 1053 (2000)

Completion of False Certification on Form I-9 Does Not Constitute Substantial Compliance

*United States v. Employer Solutions Staffing Group II, LLC*

11 OCAHO 1242 (2015)

Conclusory and Unsupported Allegations Do Not Provide an Adequate Basis for Summary Decision

*Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.*

11 OCAHO 1261 (2015)

Conversion from Motion to Dismiss

*Benjamin Barone v. Superior Washer and Gasket Corp.*

10 OCAHO 1176 (2013)

Discovery

*Chand Wije v. Barton Springs/Edwards Aquifer C.D.*

4 OCAHO 635 (1994)

*Krzysztof Zarazinski v. Anglo Fabrics, Company*

4 OCAHO 638 (1994)

*United States v. IBP, Inc.*

7 OCAHO 900 (1997)

Documentary Evidence

*Celia Simon v. Ingram Micro, Inc.*

9 OCAHO 1088 (2003)

Documentary Evidence Together With Proposed Stipulations May Be Sufficient to Establish Liability

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Evidence				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	(1994)
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	(1995)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1024	(1999)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. H&amp;H Saguaro Specialists</i>	10	OCAHO	1144	(2012)
<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	(1999)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	676	(1994)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)
<i>United States v. Walden Station, Inc.</i>	8	OCAHO	1053	(2000)
Direct Evidence				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
Generally				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
Sufficiency				

<i>United States v. Siwan &amp; Brothers, Inc. d/b/a Subway #37616</i>	10	OCAHO	1178	(2013)
<i>United States v. Siwan &amp; Sons, Inc. d/b/a Subway #35029 and Subway #23095</i>	10	OCAHO	1179	(2013)
Filing of Cross Motions Does Not Require Summary Decision Be Issued in Favor of Either Party				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
Generally				
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Albert Gimein v. Department of Defense &amp; Grumman Aerospace Corporation</i>	3	OCAHO	503	(1993)
<i>Amadeo Gonzalez v. Phoenix Motor Company</i>	3	OCAHO	410	(1992)
<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	(2003)
<i>Bassey J. Udofot v. 88 Vapor Technologies</i>	3	OCAHO	506	(1993)
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	(1995)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	528	(1993)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Gabriel Niyi Adepitan v. United States Postal Service</i>	3	OCAHO	416	(1991)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Hector Cascante v. Kayak Club</i>	1	OCAHO	199	(1990)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	255	(1990)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)

<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	(1993)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO	430	(1992)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	418	(1992)
<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO	1134	(2010)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Omar Egal v. Sears Roebuck &amp; Company</i>	3	OCAHO	442	(1992)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	(1992)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. A &amp; B Carpet Steam Cleaning &amp; General Services, Corporation</i>	1	OCAHO	219	(1990)
<i>United States v. Aegis Fashion, Inc.</i>	1	OCAHO	239	(1990)
<i>United States v. Aid Maintenance Company, Inc.</i>	6	OCAHO	893	(1996)
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	1	OCAHO	296	(1991)
<i>United States v. American McNair, Inc.</i>	1	OCAHO	167	(1990)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)

<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	4	OCAHO	718	(1994)
<i>United States v. A-Plus Roofing, Inc.</i>	1	OCAHO	209	(1990)
<i>United States v. Armando Palacio d/b/a La Bahia Restaurant</i>	1	OCAHO	230	(1990)
<i>United States v. Basim Aziz Hanna d/b/a Ferris &amp; Ferris Pizza</i>	1	OCAHO	133	(1990)
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO	310	(1991)
<i>United States v. Camidor Properties, Inc.</i>	1	OCAHO	299	(1991)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	305	(1991)
<i>United States v. Chesters Restaurants, Inc. d/b/a La Cabana Restaurant</i>	1	OCAHO	113	(1989)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Citizen's Utilities Company, Inc., Telephone Division</i>	1	OCAHO	109	(1989)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center</i>	1	OCAHO	135	(1990)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Culinary Artistry, Inc. d/b/a Footer's Catering</i>	1	OCAHO	217	(1990)
<i>United States v. Cyrus Kiani d/b/a Copies, Etc.</i>	1	OCAHO	165	(1990)
<i>United States v. De Luca's Market</i>	8	OCAHO	1039	(1999)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Doug Eier d/b/a Blue Mountain Recreation and Cyclery</i>	1	OCAHO	256	(1990)
<i>United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services</i>	2	OCAHO	342	(1991)
<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)
<i>United States v. El Dorado Furniture Manufacturing, Inc. d/b/a El Dorado Furniture Manufacturer, Inc.</i>	3	OCAHO	417	(1992)
<i>United States v. Elder Jerez d/b/a Green Scaping</i>	3	OCAHO	420	(1992)
<i>United States v. Elsinore Manufacturing, Inc.</i>	1	OCAHO	13	(1988)
<i>United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant</i>	2	OCAHO	360	(1991)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Felipe De Leon-Valenzuela</i>	7	OCAHO	993	(1998)

<i>United States v. Giambli Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Halshan, Inc. d/b/a California Pacific</i>	1	OCAHO	278	(1990)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	335	(1991)
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	914	(1997)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	298	(1991)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B &amp; F Golf Services, Inc.</i>	6	OCAHO	851	(1996)
<i>United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant</i>	1	OCAHO	287	(1991)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Juan V. Acevedo</i>	1	OCAHO	95	(1989)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	914	(1997)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Kumar</i>	6	OCAHO	833	(1996)
<i>United States v. L&amp;M Tire Company, Inc.</i>	1	OCAHO	134	(1990)
<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO	712	(1994)
<i>United States v. Lambok Sihombing</i>	7	OCAHO	944	(1997)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	122	(1990)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	863	(1996)
<i>United States v. Louis Padnos Iron &amp; Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
<i>United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant</i>	3	OCAHO	544	(1993)
<i>United States v. Manca Imports, Inc.</i>	1	OCAHO	267	(1990)
<i>United States v. Manos &amp; Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Maria Esther Lemus d/b/a Rancho Lemus</i>	3	OCAHO	421	(1992)
<i>United States v. Maria Sourovova</i>	7	OCAHO	987	(1998)
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)

<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
<i>United States v. Neighbors of Hawaii d/b/a Tower of Power</i>	1	OCAHO	262	(1990)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	541	(1993)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	373	(1991)
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO	441	(1992)
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
<i>United States v. Rosario Cuevas d/b/a El Pollo Real</i>	1	OCAHO	273	(1990)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	1	OCAHO	232	(1990)
<i>United States v. Sea Pine Inn, Inc. t/a Sea Pine Inn</i>	1	OCAHO	87	(1989)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	245	(1990)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	297	(1991)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)



<i>United States v. Valencia Bar &amp; Liquors, Inc.</i>	7	OCAHO	995	(1998)
<i>United States v. Weldco, Inc. and Weldco Components, Inc. d/b/a Weldco Products</i>	3	OCAHO	483	(1993)
<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO	56	(1989)
<i>United States v. William and Maria Sievert</i>	1	OCAHO	294	(1991)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)
<i>Zelleka Getahun v. DuPont Merck Pharmaceutical Company</i>	8	OCAHO	1029	(1999)
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<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
Issue Is Material Only If It Might Affect the Outcome of the Case and Must Inevitably Be Decided				
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)
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<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
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<i>Leonor Garcia v. Tia Maria's Cantina &amp; Mexican Restaurante</i>	7	OCAHO	970	(1997)
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<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>United States v. Felipe De Leon-Valenzuela</i>	7	OCAHO	993	(1998)
<i>United States v. Haim Co., Inc.</i>	7	OCAHO	988	(1998)
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<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B &amp; F Golf Services, Inc.</i>	6	OCAHO	851	(1996)
Modification(s)				
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
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<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
Movant Bears Initial Burden to Demonstrate Absence of Genuine Issue of Material Fact				
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Moving Party Who Bears Burden of Proof At Trial Must Present Sufficient Evidence to Support				
<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
Nonmoving Party Who Bears Burden of Proof at Trial Must Present Sufficient Evidence to Support Claim				
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)

Notice to Pro Se Party

<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
Parties Generally Not Put to Burden or Expense of Hearing Absent Genuine, Material Factual Issue				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Party Opposed May Not Rest on Mere Allegations or Denials in Pleading				
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Party Opposed Must Provide Specific Facts Showing Genuine Issue of Material Fact for Hearing				
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
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<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO	1176	(2013)
<i>Christine Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.</i>	8	OCAHO	1005	(1998)
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)

<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Robert S. Mathews v. Goodyear Tire &amp; Rubber Company</i>	7	OCAHO	929	(1997)
<i>Russell M. Hamilton v. The Recorder</i>	7	OCAHO	968	(1997)
<i>United States v. Budiman Napitupulu</i>	7	OCAHO	96	(1997)
<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	(1999)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	8	OCAHO	1003	(1998)

Summary Decision Appropriate Where Party is Entitled and Shows No Genuine Issue of Material Fact

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)

Summary Decision Does Not Issue Automatically Even If Nonmoving Party Fails to Respond to Motion

<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

Unsworn Factual Allegations Cannot Create Genuine Issue of Material Fact

<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
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**TAX PROTESTER**

Attorney Fees

<i>Gaylon D. Shepherd v. Sturm, Ruger &amp; Company, Inc.</i>	7	OCAHO	990	(1998)
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	7	OCAHO	969	(1997)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	966	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	963	(1997)

<i>Russell M. Hamilton v. The Recorder</i>	7	OCAHO	978	(1997)
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<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)
Dismissal				
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	7	OCAHO	969	(1997)
Document Abuse				
<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)

<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	6	OCAHO	923	(1997)
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<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Russell M. Hamilton v. The Recorder</i>	7	OCAHO	968	(1997)
<i>Susan K. Horst v. Juneau School District City and Borough of Juneau</i>	7	OCAHO	957	(1997)
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<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>D'Amico v. Erie Community College</i>	7	OCAHO	948	(1997)
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<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)

### Amended Order Does Not Toll Time Period for Filing Request for Review If Changes Are Only Clerical

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263 a	(2015)
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<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	7	OCAHO	991	(1998)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
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<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
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<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	510	(1993)
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<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO	314	(1991)
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<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	781	(1995)
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<i>United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.</i>	6	OCAHO	900	(1996)
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